Wisconsin Works (W-2), Child Care, and Other Economic Support Programs

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Introduction

The federal temporary assistance for needy families (TANF) program, codified under Title IV, Part A of the Social Security Act, funds public assistance benefits and services with federal block grants to states. The federal statutes provide states flexibility to develop, operate, and implement their own public assistance programs, supported entirely or partially with federal TANF funds. As a condition of receiving the TANF block grant, each state must submit a plan describing how the state will conduct its statewide TANF program in conformance with federal law and policy. States must continue to budget state funds for their economic support programs to satisfy federal maintenance of effort requirements.

Until 1997, public assistance for families with children in need had been provided under the aid to families with dependent children (AFDC) program, which was created as part of the federal Social Security Act in 1935. However, with the enactment of the Personal Responsibility and Work Opportunity Reconciliation Act (P.L. 104-193), the AFDC program was replaced with the TANF program. The TANF program eliminated the federal entitlement to public assistance that was previously provided under the AFDC program.

Wisconsin implemented several welfare reform initiatives beginning in 1987, leading to the replacement of the AFDC program in Wisconsin. The new program, Wisconsin Works (W-2), began statewide on September 1, 1997. Some recipients continued to receive benefits under the AFDC program until March, 1998, when the AFDC program ended.

The Department of Children and Families (DCF) administers the W-2 program and other economic support and work programs, based on the provisions of Chapter 49 of the state's statutes. DCF contracts with W-2 agencies to provide many TANF-supported services, and makes some cash benefit payments to W-2 enrollees and providers directly.

This paper provides information on economic support programs funded with the TANF block grant, including W-2 employment services, child care subsidies, and other related programs. Table 1 summarizes the TANF-related revenue and expenditures for economic support programs in the 2017-19 biennium, which are described throughout this paper. Appendix A provides a detailed description of nonfinancial eligibility requirements for W-2 employment positions and job access loans. Appendices B and C describe the restrictions that apply to the use of federal TANF and child care funds, including the types of state expenditures that may be counted toward federal maintenance of effort requirements.

Overview of Public Assistance Revenue and Expenditures

The primary source of funding for economic support programs in Wisconsin, including W-2 and child care programs, is the federal TANF block grant. These programs are also supported by the federal child care development fund (CCDF), state general purpose revenue (GPR), segregated funding from the utility public benefits fund, and several sources of program revenues. State fund-

Table 1: 2017-19 TANF-Related Revenues and Expenditures

	2017-18		2018-19
	Budgeted	Actual	Budgeted
Carryover from Prior Year (All Funds)	$231,901,500	$251,528,300	$302,409,400
Revenues			
GPR (State General Purpose Revenue)	$160,373,800	$160,189,100	$160,373,800
FED			
TANF Block Grant	$313,896,000	$312,846,000	$312,846,000
Child Care Development Fund	94,928,600	120,360,800	128,174,600
TANF and CCDF Recoveries	4,287,600	3,502,400	3,500,000
Subtotal	$413,112,200	$436,709,200	$444,520,600
PR			
Child Support Collections	$2,942,800	$3,338,900	$2,736,200
Child Care Licensing Fees	1,650,000	1,796,300	1,715,900
AFDC Recoveries, State Share	160,600	59,400	160,600
SSBG Transferred from DHS	100,000	100,000	100,000
Subtotal	$4,853,400	$5,294,600	$4,712,700
SEG			
Utility Public Benefits Fund	$9,139,700	$9,139,700	$9,139,700
Total Revenues	**$587,479,100**	**$611,332,600**	**$618,746,800**
Total Available (Includes Carry Over Funds)	**$819,380,600**	**$862,860,900**	**$921,156,200**
Expenditures			
Wisconsin Works			
Subsidized Employment Benefits	$42,500,000	$28,796,200	$27,147,800
Worker Supplement	2,700,000	0	2,700,000
Service Contracts	52,000,000	37,485,600	54,600,000
Subtotal	$97,200,000	$66,281,800	$84,447,800
Child Support Related to W-2			
Children First	$1,140,000	$596,200	$1,140,000
Other TANF Employment Programs			
Transform Milwaukee/Transitional Jobs	7,000,000	6,309,300	8,000,000
Child Care			
Direct Child Care Subsidies	289,215,200	271,223,300	318,369,200
Child Care State Administration	36,189,400	35,695,800	39,630,000
Quality Care for Quality Kids	15,652,700	15,425,900	15,652,700
Other Benefits			
Kinship Care	22,012,100	23,346,600	25,241,200
SSI - Caretaker Supplement	26,938,000	25,162,900	25,200,000
Emergency Assistance	7,000,000	5,514,900	7,000,000
Administrative Support			
State Administration	15,987,000	14,544,300	16,702,900
Local Fraud Aids	605,500	457,400	605,500
Grant Programs			
Grants to Boys and Girls Clubs of America	1,275,000	913,300	1,381,300
Wisconsin Community Services	400,000	423,000	400,000
Fostering Futures - Connections Count	360,300	269,900	560,300
GED Testing	115,000	111,200	128,000
Adult Literacy	41,600	41,600	41,600
Legal Services	500,000	462,200	542,000
Homeless Case Management Services	500,000	0	1,000,000
Families and Schools Together	250,000	174,800	270,900
Offender Reentry Demonstration Program	187,500	183,400	250,000
Innovative Prevention Services Grants	500,000	0	500,000
Substance Abuse Prevention Grants	0	0	500,000
Expenditures in Other Programs			
Earned Income Tax Credit	69,700,000	69,700,000	69,700,000
SSBG Transfer to DHS/Community Aids	14,653,500	14,653,500	14,653,500
Child Welfare Safety Services	6,282,500	3,763,600	7,314,300
Child Welfare Prevention Services	5,289,600	5,196,600	6,059,600
Total Expenditures	**$618,994,900**	**$560,451,500**	**$645,290,800**
Ending Balance	**$200,385,700**	**$302,409,400**	**$275,865,400**

ing budgeted for the W-2 program enables the state to meet federal maintenance of effort requirements.

Unlike some federal grants that must be expended within specified timeframes, any federal TANF funds that are unspent at the end of each fiscal year carry over into the next fiscal year and remain available until they are fully expended.

Under s. 49.175 of the statutes, DCF is directed to allocate specified amounts in each state fiscal year for a wide range of economic support and public assistance programs from the TANF block grant and other sources. These funding allocations are typically revised as part of each biennial budget act. DCF may request the Joint Committee on Finance to reallocate funding between these programs under a 14-day passive review process. Prior to the enactment of 2017 Wisconsin Act 370, the Secretary of the Department of Administration could approve DCF requests for reallocations between programs.

Table 1 shows revenues and expenditures for economic support programs for the 2017-19 biennium. Each of these programs is described later in this paper. The first two columns in the table show the amounts budgeted, and actual expenditures, respectively, in 2017-18, while the 2018-19 figures represent budgeted allocations, modified to reflect several reallocations approved by the Secretary of the Department of Administration, through December 31, 2018.

As shown in Table 1, the amount of funding available to support public assistance programs in 2017-18 was approximately $862.9 million, which included $251.5 million carried over from the 2016-17 fiscal year. In 2018-19, it is estimated that the total funding available for these programs will be $921.2 million, including $302.4 million in funds carried over from 2017-18.

Wisconsin Works (W-2)

W-2 is a work-based program that provides training and support services to assist low-income parents to obtain permanent and stable employment. W-2 also provides employment support services and cash assistance to eligible families. Local W-2 agencies help applicants participate in work preparation activities, find or keep jobs, and pay for the costs of maintaining employment. Eligibility for the program does not entitle an individual to any service or benefit.

Eligibility

In order to be eligible for a W-2 employment position, an individual must meet nonfinancial and financial eligibility requirements. Most of those requirements are set by statute, although DCF rules establish additional eligibility criteria.

Nonfinancial Eligibility Requirements. An individual must meet certain nonfinancial eligibility requirements. The main requirements are summarized below. All nonfinancial eligibility requirements are fully described in Appendix C.

1. The individual is a custodial parent who has attained the age of 18.

2. The individual is a U.S. citizen or qualifying alien.

3. The individual resides in Wisconsin.

4. Every parent of the individual's "W-2 group" (which is defined as the individual, his or her spouse or nonmarital co-parent, and any dependent children and children of dependent children who reside together), fully cooperates in efforts to establish paternity of the dependent child and obtain support payments, unless the parent has good cause for not cooperating, as determined by the Department.

5. The individual has made a good faith effort to obtain employment and has not refused a bona fide job offer within the 180 days immediately preceding the application for W-2 services.

6. The individual is not receiving federal or state supplemental security income (SSI) payments or federal social security disability insurance (SSDI) payments. If the individual is a dependent child, the custodial parent of the individual may not be receiving an SSI caretaker supplement payment on behalf of the individual.

7. No other individual in the W-2 group is a participant in a W-2 employment position, although this provision does not apply to an individual applying for a job access loan.

8. The individual assigns to the state any right of the individual or of any dependent child of the individual to support or maintenance from any other person that accrues during the time that any W-2 benefit is paid to the individual.

9. The individual and all adult members in the W-2 work group comply with substance abuse screening, testing, and treatment requirements.

As a condition of eligibility, an individual who applies for a W-2 employment position may be required by the W-2 agency to participate in job orientation or a search for unsubsidized employment while the application is being processed.

Financial Eligibility Requirements. An individual must also meet all of the following financial eligibility requirements in order to qualify for a W-2 employment position.

• *Resource Limitation.* The individual is a member of a W-2 group whose assets do not exceed $2,500 in combined equity value, excluding the equity value of vehicles up to a total value of $10,000 and one home that serves as the group's homestead if the home is valued at no more than 200% of the statewide median value for homes, excluding the value of agricultural land owned by the W-2 group. DCF may establish a hardship exemption by rule to allow the exclusion of a homestead valued at any amount for qualifying applicants, but has not yet done so.

• *Income Limitation.* The individual is a member of a W-2 group whose gross income is at or below 115% of the federal poverty level (FPL), an amount equal to $23,897 for a family of three in 2018. The following sources of income are included in calculating gross income:

1. All earned and unearned income of the individual, except: (a) benefits received for participation in a W-2 employment position, parent of infant grant, or high-risk pregnancy grant; (b) kinship care and foster care payments received for children who are not included in the W-2 group; (c) federal and state earned income tax credits and any federal income tax refund; (d) certain types of loans, in-kind income, and vendor payments; (e) income earned by a dependent child; (f) child support payments; and (g) federal or state student financial aid or any scholarship used for tuition and books.

2. The income of a nonmarital co-parent or of the individual's spouse, if the spouse resides in the same home as the dependent child.

In addition, under rules promulgated by DCF and in accordance with federal law, if the individual is a sponsored alien, the resources of the sponsor and the income of the sponsor and his or her spouse are attributed to the individual.

The definition of gross income under current law suggests a very broad measure of income. However, under administrative rules, any income from sources that must be disregarded by federal or state law for purposes of determining eligibility for means-tested programs are not be counted as income. These sources include supplemental nutrition assistance program (SNAP) benefits, Indian tribal settlements, low-income energy assistance, and benefits provided under the women, infants, and children (WIC) supplemental food program.

Review of Eligibility. W-2 agencies are required to review an individual's eligibility periodically (except for individuals receiving follow-up case management services, which are provided regardless of income and assets). The individual remains eligible until the W-2 group's assets or income is expected to exceed the maximum limits for at least two consecutive months.

Prospective Budgeting. Rather than determining eligibility based on the family's actual assets and income in prior months, DCF uses prospective budgeting for both initial eligibility determinations and eligibility reviews. Under prospective budgeting, the financial and employment planner at the local W-2 agency estimates the income and assets that will be available to the family in future months. Income and assets are considered unavailable when the individual can reasonably document that they cannot be accessed for 31 or more days. Except for follow-up case management services, a W-2 group must be prospectively ineligible for two consecutive months before the case closes.

Work Requirements and Time Limits

Work Requirements. Federal law requires state TANF programs to achieve the following two minimum work participation rate targets: (a) that 50% of all families receiving TANF assistance participate in work activities; and (b) that 90% of two-parent families receiving TANF assistance participate in work activities.

Under state law, and in accordance with federal law, if one parent in a two-parent custodial family is participating in a W-2 employment position, the second parent is generally required to participate in unsubsidized or subsidized employment, work experience, on-the-job training, or community service programs. In addition, the W-2 agency is required to create an employability plan for the second parent. The family does not receive any additional W-2 cash assistance for the work performed by the second parent.

The second parent is not subject to this work requirement and the W-2 agency is not required to create an employability plan if: (a) the family is not receiving federally-funded child care assistance; (b) the second parent is disabled and receives disability benefits; or (c) the second parent is caring for a severely disabled child. The second parent can elect to participate in work activities, even if the W-2 group is not receiving child care assistance.

If the second parent is subject to the work requirement, the combined number of hours of required participation in work activities for both parents is 55 hours per week. For example, if the first parent participates in 40 hours of W-2 activities, the second parent would be assigned to at least 15 hours of work activities.

In order to meet federal requirements, state law requires participants in each of the W-2 employment positions to meet the work requirements summarized in Table 2.

Lifetime Limit. Under federal law, an adult in a W-2 group may receive TANF assistance for up to 60 months. State law sets a 48-month participation limit for W-2 employment positions. The adult member with the greatest number of accumulated months counts against the W-2 group's participation limit.

The participation limit includes all months in which the individual has received benefits under a subsidized W-2 employment position, actively participated in the AFDC job opportunities and basic skills (JOBS) program on or after October 1996, or received benefits in Wisconsin or any other state that were funded by federal TANF dollars. The participation limit begins when the individual attains the age of 18. However, time does not accumulate while an adult lives on a federally recognized Indian reservation if the reservation population is greater than 1,000 and at least 50% of adults are

Table 2: Grant Amounts and Work Requirements for W-2 Paid Positions

Type of W-2 Position	Maximum Grant or Wage Per Month	Maximum Hours of work	Maximum Educ. & Training
Trial Employment Match	At least min. wage	N.A.	Incl. in work hrs.
Community Service Job	$653	40	10
Transitional Placement	608	40	12
Technical College Program - CSJ	653	25	15
Technical College Program - Transitional Placement	608	25	15
Caretaker of Infant	673	0	0
At-Risk Pregnant Woman	673	0	0
Two-Parent Families*	653		

*The grant amount for two-parent families is based on the W-2 position for the participant parent. The 55-hour requirement applies to both parents combined and includes unsubsidized or subsidized employment, work experience, on-the-job training, or community service program and education activities.

N.A. = Not applicable

unemployed. The months in which an individual receives a reduced or no W-2 benefit due to a sanction also count toward the time limit.

The 48-month time limit may be extended if the W-2 agency, subject to DCF review, determines that the individual is experiencing hardship or that the person's family includes someone who has been battered or subjected to extreme cruelty.

W-2 Placements

Participants in W-2 are assigned by the local W-2 agency to either unsubsidized employment or one of three types of subsidized employment: (1) trial employment match program (TEMP) jobs; (2) community service jobs (CSJs); and (3) transitional placements. W-2 grants may be provided to custodial parents of newborn infants and to at-risk pregnant women. DCF pays a monthly grant amount to W-2 participants placed in subsidized employment positions and to participants who receive a caretaker of a newborn infant grant or an at-risk pregnancy grant.

Assessment. By rule, local W-2 agencies must schedule and hold a personal interview with the applicant no later than five working days after receiving a signed application. The applicant then has seven working days to provide any requested information. The financial and employment planner in the W-2 agency who is assigned to an individual is required to assess and determine eligibility within seven working days after the meeting with the applicant. The planner must make a placement decision within 12 working days from receipt of the application. However, the financial and employment planner may extend the application process to 30 days if the applicant needs extra time to meet verification requirements.

The financial and employment planner is required to develop a written employability plan, in consultation with the W-2 participant, which includes the participant's W-2 employment position placement, required activities, and an identified goal for obtaining unsubsidized employment. In determining appropriate placement for a participant, the first priority is to provide applicants placement in unsubsidized employment and case management services, followed in order by TEMP jobs, community service jobs, and transitional placements.

W-2 agencies are also required to conduct an educational needs assessment of each individual who applies for a W-2 employment position. If the individual and the W-2 agency determine that the individual needs, or would benefit from education or training, and if the W-2 agency determines that the individual is eligible for a W-2 employment position, the W-2 agency must include education or training activities in any employability plan developed for the individual. If the agency determines the appropriate placement for the individual is unsubsidized employment or a TEMP job, and the individual needs basic education and wishes to participate, then the agency will include basic education in the employability plan and fund the cost of eligible educational services.

Unpaid Placements. All participants in W-2 employment positions, and those who receive case management services are required to search for unsubsidized employment throughout their participation. They may also be required to engage in training activities. The agency is required to assist a participant in his or her search for unsubsidized employment.

• *Case Management Services.* W-2 agencies are authorized to provide case management services to an applicant in lieu of placing the applicant in an employment position if the W-2 agency determines all of the following: (a) the individual meets the W-2 eligibility requirements; (b) the individual is willing to work and has no barriers to employment that cannot be addressed with W-2 services; (c) the individual is job-ready, based on the individual's employment history or education; and (d) the most appropriate placement for the individual is in unsubsidized employment. W-2 agencies are required to review the placement every 30 days to determine whether the individual should be moved into a W-2 employment position.

For individuals who move from a subsidized employment position to an unsubsidized job, W-2 agencies must provide follow-up case management services for at least 12 months. These services may include: (a) employment skills training; (b) job retention services; (c) English as a second language classes; (d) a course of study meeting the standards for granting a declaration of equivalency of high school graduation; or (e) other remedial education courses.

Pursuant to 2017 Act 59, and effective June 23, 2018, W-2 participants who obtain unsubsidized employment and meet minimum work participation requirements are eligible to receive a monthly $50 supplemental payment in addition to case management follow-up services. The worker supplement is available to participants that leave a community service job, transitional placement, or a TEMP job.

The worker supplement serves as an additional incentive for eligible families to retain unsubsidized employment and participate in services that may improve employment. Further, the worker supplement allows W-2 participants who transition into the workforce to be included into calculations for federal work participation requirements.

Although funded from the TANF block grant, the worker supplement is funded separately from the W-2 program. As such, the receipt of the worker supplement does not count towards a participant's 48-month time limit for W-2 employment positions under state law, or the 60-month time limit under federal law for the receipt of TANF assistance.

Certain case management services are also available for individuals who have reached the time limit on their participation in W-2, including connection with services in the community, help matching to unsubsidized employment, and reassessment of whether an extension of participation is warranted.

• *Noncustodial Parents Subject to a Child Support Order.* A noncustodial parent who is subject to a child support order is eligible for certain services if he or she meets the W-2 eligibility criteria and is: (a) receiving case management services under W-2; (b) participating in a W-2 employment position; (c) receiving a caretaker of a newborn infant or an at-risk pregnant woman grant; or (d) receiving a child care subsidy under Wisconsin Shares.

The types of services that may be provided by the W-2 agency to the non-custodial parent include: (a) job search assistance and case management to enable the individual to obtain and retain employment; (b) placement in one TEMP job under W-2; or (c) a stipend in an amount determined by the W-2 agency for a maximum of four months. The stipend ends if the individual is placed in a TEMP job or obtains unsubsidized employment.

- *Pregnant Women.* A pregnant woman who is not considered "at-risk" and who would otherwise be eligible for a W-2 employment position except for the fact that she is not (yet) a custodial parent of a dependent child is eligible for services through a case management pregnancy placement. Individuals in this placement may receive services such as employment training, job search assistance, child care related activities, and other related case management activities, provided by the W-2 agency. The pregnancy must be medically-verified. Once the child is born, the participant may be eligible for the payments and services available to custodial parents of infants.

- *Minor Custodial Parents.* An individual must be at least 18 years old to participate in a subsidized employment position. However, custodial parents under the age of 18 are eligible to meet with a financial and employment planner, regardless of their or their parents' income or assets. The planner may provide the minor information regarding W-2 eligibility, available child care services, employment and financial planning, family planning services, community resources, and eligibility for FoodShare and other food and nutrition programs.

Paid Placements and Employment Positions

A person's W-2 monthly benefit amount depends on the type of placement and the number of hours he or she worked during the month. There is no adjustment for family-size. The cash benefits for each type of employment position are summarized in Table 2.

No W-2 employment position or Transform Milwaukee or transitional job (described below) may be implemented so as to: (a) have the effect of filling a vacancy created by an employer terminating a regular employee or otherwise reducing its work force for the purpose of hiring a W-2 participant; (b) fill a position when any other person is on layoff or strike from the same job or any substantially equivalent job within the same organizational unit; or (c) fill a position when any other person is engaged in a labor dispute regarding the same or a substantially equivalent job within the same organizational unit. DCF rules provide a grievance procedure for resolving complaints involving a violation of these prohibitions.

- *Trial Employment Match Program.* As part of a TEMP job, W-2 agencies pay a wage subsidy to an employer if that employer hires a participant and agrees to make good faith efforts to retain the participant as a permanent, unsubsidized employee after the wage subsidy was terminated. If a participant is not retained after the wage subsidy ends, an employer must either serve as an employment reference or provide to the W-2 agency a written performance evaluation of the participant, including recommendations for improvement.

A TEMP employer must pay a participating employee for the hours worked at either the wage paid to the employer's entry level employees who perform similar duties or at minimum hourly wage (currently $7.25 per hour), whichever is higher. W-2 agencies negotiate the wage subsidy with the employer, which may not exceed the minimum wage for each hour that the participant actually works, up to a maximum of 40 hours per week. If the subsidy is less than minimum wage, the employer must supplement the wages in excess of the negotiated wage subsidy.

W-2 agencies also negotiate reimbursement to the employer for all or a portion of other costs that are attributable to the employment of a TEMP participant, including: (a) federal social security and Medicare taxes; (b) state and federal unemployment contributions or taxes; and (c) worker's compensation insurance premiums. Hours spent participating in educational and training activities are included in determining the number of hours worked for TEMP jobs.

A TEMP job can last for a maximum of six months, with an opportunity for a three-month extension. An individual can participate in more than one TEMP job, but generally cannot exceed a total of 24 months of participation in all TEMP job placements, which need not be consecutive.

As of January 1, 2019, TEMP placements were available for all custodial parents statewide. TEMP placements for non-custodial parents were available on a pilot basis in Dane, Marathon, and Milwaukee counties.

- *Community Service Jobs.* Community service jobs are intended to provide work experience and training to assist participants to move into unsubsidized employment or a TEMP placement. Community service jobs are limited to projects that DCF determines would serve a useful public purpose or to projects whose cost is partially or wholly offset by revenue generated by such projects. The grant amount for community service jobs is $653 per month.

Community service jobs may include education and training assigned as part of an employability plan developed by the W-2 agency. Such educational and training activities are defined by DCF by rule and include a course of study for GED or high school equivalency, technical college courses, and educational courses that provide an employment skill. Permissible educational and training activities also include employer-sponsored training, English as a second language, and basic educational courses that the W-2 agency determines would facilitate the individual's efforts to obtain employment.

The W-2 agency may determine an appropriate number of work hours for a participant at the time of application or review. However, the W-2 agency may not require a participant to spend more than 40 hours per week in combined work and educational activities, with a maximum limit of 10 hours per week in educational and training activities.

W-2 agencies may also require individuals to participate in an initial two-week assessment and motivational training program, including training on parenting skills, as part of the required activities. Participation in such programs may not exceed 40 hours per week and satisfies the work, education, and training requirements during the initial two-week period.

W-2 agencies are required to permit 18- and 19-year olds who have not obtained a high school diploma or declaration of equivalency of high school graduation to attend high school or enroll in a course of study meeting the standards for the granting of a declaration of equivalency of high school education. Participation in such educational activities are counted, in whole or in part, toward satisfying the work, educational, and training requirements under a W-2 community service job.

Community service jobs are available on a part-time basis for participants working in unsubsidized employment for less than 30 hours per week who have limitations to increasing their hours or obtaining additional jobs. Activities and payments assigned to participants are prorated at a level of one-third, one-half, or two-thirds of a placement for a full-time, 40-hour community service job. The total combined number of hours of activities and unsubsidized employment cannot exceed 40 hours per week. Activities must be specifically designed to assist participants with overcoming their employment limitations within a reasonable time period.

An individual may participate in a community service job for up to six months, with an opportunity for a three-month extension under circumstances approved by DCF. After each six-month period, and at the conclusion of each community service job assignment, the W-2 agency must reassess the individual's employability. An individual may participate in more than one community service job, but generally may not exceed a total of 24 months of participation in all community service job placements, which need not be consecutive.

DCF, or the W-2 agency with DCF's approval, may grant an extension of the 24-month time limit on a case-by-case basis if the participant has made all appropriate efforts to find unsubsidized employment and has been unable to do so because local labor market conditions preclude a reasonable job opportunity for that participant. In addition, the W-2 agency, with DCF's approval, must also determine that no TEMP opportunities are available.

- *Transitional Placements.* Transitional placements are provided for individuals who are unable to perform independent, self-sustaining work due to barriers to employment, such as alcohol and drug abuse, medical or physical problems, and learning disabilities. The monthly grant amount for transitional placements is $608.

In order to be eligible for a W-2 transitional placement, an individual must meet one or more of the following eligibility requirements, in addition to the financial and nonfinancial eligibility requirements.

1. The W-2 agency determines, on the basis of an independent assessment by the Division of Vocational Rehabilitation in the Department of Workforce Development (DWD), or similar agency or business, that the individual has been incapacitated for a period of at least 60 days or will be incapacitated for a period of at least 60 days;

2. The W-2 agency determines that the individual is needed in the home because of the illness or incapacity of another member of the W-2 group; or

3. The W-2 agency determines that the individual is incapable of performing a TEMP position or community service job.

The W-2 agency is required to assign a W-2 transitional placement participant to work activities such as a community rehabilitation program or a job similar to a community service job or a volunteer activity. A transitional placement may also include the same education and training activities as permitted for community service jobs.

In addition, the agency may require participation in any of the following: (a) an alcohol and other drug abuse evaluation, prescribed assessment, and treatment program; (b) mental health activities such as evaluation, therapy, and medication management; (c) counseling or physical rehabilitation activities; or (d) other activities that the W-2 agency determines are consistent with the individual's capabilities.

Transitional placements may be required to engage in work activities (including the drug and alcohol assessment, mental health, counseling, and physical rehabilitation activities identified above) and education and training activities for no more than 40 hours per week, with a limit on the education and training activities of 12 hours per week. The education and training activities must be assigned as part of an employability plan developed by the W-2 agency.

Similar to community service job placements, W-2 agencies may also require individuals to participate in an initial two-week assessment and motivational training program, which counts toward the individual's work and training requirements.

An individual may participate in a transitional placement for a maximum of 24 months, which need not be consecutive. The 24-month period may be extended on a case-by-case basis by DCF or the

W-2 agency with DCF's approval.

- *Technical College Program for Community Service Job and Transitional Placements.* Community service job and transitional placements may include participation in a technical college program for a maximum of two years. The cash benefit in transitional placements and community service jobs is the same for the technical college program.

All of the following requirements must be met to participate in the technical college program: (a) the W-2 agency, in consultation with the community steering committee required under W-2 and the technical college district board, determines that the technical college education program is likely to lead to employment; (b) the participant maintains full-time status in the technical college education program, as determined by the technical college, and regularly attends all classes; (c) the participant maintains a grade point average of at least 2.0, or the equivalent as determined by the technical college; and (d) the participant is employed or engages in work under a community service job or transitional placement for 25 hours per week.

The W-2 agency is required to work with the community steering committee and the technical college district board to monitor the participant's progress and the effectiveness of the program in leading to employment.

- *Custodial Parent of Infant.* A participant who meets the nonfinancial and financial eligibility requirements for a W-2 employment position and who is a custodial parent of a child who is eight weeks old or younger is eligible to receive a monthly grant of $673.

The W-2 agency may not require caretakers of infants to participate in a W-2 employment position. Receipt of a grant under these provisions does not constitute participation in a W-2 employment position for purposes of the 48-month time limit for participation in all W-2 employment positions, if the child was born less than 10 months after the parent was first determined to be eligible for a W-2 employment position. If the child is born more than 10 months after the parent was first determined to be eligible, receipt of the grant counts against the time limit unless the child was conceived as a result of incest or sexual assault.

- *At-Risk Pregnant Women.* An unmarried woman who would be eligible for a W-2 employment position except that she is not the custodian of a dependent child and who is in her third trimester of a medically-verified at-risk pregnancy such that the woman cannot participate in the work force is eligible to receive a monthly grant of $673.

The W-2 agency may not require at-risk pregnant women to participate in a W-2 employment position. Receipt of a grant under these provisions does not constitute participation in a W-2 employment position for purposes of the 48-month time limit for participation in all W-2 employment positions.

Payment Procedures. Prior to 2013, funding for W-2 cash benefits was allocated to the local W-2 agencies, which were responsible for not exceeding those allocations. Since then, the funding allocated for W-2 benefits has been budgeted on a statewide basis, and cash benefits have been paid directly by DCF, usually by check or direct deposit into a participant's bank account.

W-2 agencies continue to determine eligibility for an emergency payment for participants who are awaiting a first W-2 payment. Emergency payments are one-time payments designed to meet an emergency need at the beginning of a W-2 episode. Emergency payments are not an additional W-2 benefit, are not required to be repaid, and do not count towards the 48-month participation limitation.

Payments for community service jobs, transitional placements, custodial parents of infants, at-risk pregnant women, as well as child care, kinship care, and transportation (described below) are exempt from every tax, and from execution, garnishment, attachment, and every other process and are inalienable.

Child Support. As previously indicated, an individual must assign to the state any right of the individual or of any dependent child of the individual to support or maintenance from any other person that accrues during the time that any W-2 benefit is paid to the individual. Under current state law, the state must first pay the federal government its share of the assigned child support collected and then pass the remainder of the support collected through to the W-2 participant. 2009 Act 28 calculated the federal share, after consideration of provisions of the federal Deficit Reduction Act of 2005, to be 25%. As a result, 75% of the assigned child support collected is passed through to the W-2 participant.

The Legislative Fiscal Bureau informational paper entitled, "Child Support Enforcement Program" provides additional information regarding the pass-through of child support.

Other W-2 Benefits and Services

Job Access Loans. Pursuant to rules promulgated by DCF, W-2 agencies issue job access loans to individuals. The minimum loan amount available is $25, and the maximum an individual may receive is $1,600 in any 12-month period. Emergency payments may be made within 24 to 96 hours of the approval of the job access loan.

The W-2 agency must determine a minimum monthly repayment amount for each loan, and an individual receiving a loan must submit to the agency a repayment plan for the loan which includes the maximum cash repayment amount and the shortest repayment period that the W-2 agency determines is feasible. At least 25% of the loan amount must be repaid in cash. The remaining 75% may be repaid in cash or through a combination of cash and volunteer in-kind community work approved by the W-2 agency. The participant must repay a job access loan within 12 months, which may be extended to 24 months with W-2 agency approval.

In general, individuals who meet the nonfinancial and financial eligibility requirements for participation in a W-2 employment position may be eligible for a job access loan if the individual: (a) needs the loan to address an immediate and discrete financial crisis that is not the result of the individual's failure to accept a bona fide job offer or the individual's termination of a job without good cause; (b) needs the loan to obtain or continue employment or to repair or purchase a vehicle that is needed to obtain or continue employment; (c) is not in default with respect to the repayment of any previous job access loan or repayment of any W-2 grant or wage overpayments; and (d) is not a migrant worker.

Pursuant to 2017 Act 80, a person who applies for a job access loan to repair or purchase a vehicle must possess a current and valid driver's license and provide proof of motor vehicle liability insurance. Further, a person who is on probation, parole, or extended supervision is not eligible to receive a job access loan to purchase a vehicle unless that person provides proof that the responsible parole or probation officer or extended supervision agent has granted permission to purchase a vehicle.

Generally, individuals who are younger than 18 years old are not eligible for W-2 employment positions or job access loans. However, if the person will be 18 within two months of the date of application, the person may be eligible for a loan if the individual is in kinship care, a foster home, a group home, or an adult-supervised independent living arrangement approved by the W-2 agency. In addition, the individual must have graduated from high school or met the standards for the granting of a declaration of equivalency of high school graduation.

Job access loans are funded from the TANF block grant and revenue from loan repayments. In addition, repayments may be used to fund administrative costs associated with collecting delinquent job access loan repayments. DCF certifies delinquent repayments of job access loans to the Department of Revenue for setoff against state tax refunds and credits. Any revenues recovered must be used to make additional job access loans. DCF may also collect delinquent repayments through other legal means.

Transportation Assistance. W-2 agencies must provide transportation assistance to enable participation in W-2 activities. The types of transportation services provided may vary from agency to agency based on the options in the area that are both available and reasonable. A reasonable transportation option must meet all of the following criteria:

1. The transportation option is safe;

2. All out-of-pocket transportation costs are reasonable with respect to the applicant's or participant's income;

3. The one-way travel time between home, child care, and work or activities is no more than 60, or in some cases 90, minutes; and

4. All relevant factors have been considered, such as whether the option is the most convenient and reliable one that also meets the other criteria.

A W-2 participant who receives transportation assistance is subject to all TANF requirements pertaining to the 48-month lifetime limit and other nonfinancial specifications such as cooperation with child support. However, transportation assistance does not count against the 48-month time limit for a W-2 participant in an unpaid, case management only placement if: (a) the participant is employed for at least one hour per month; (b) the participant is engaged in job search/readiness activities requiring child care; (c) the transportation is not provided for longer than four months; or (d) the transportation services are provided through a group transportation or transportation capacity building project, such as a TANF-funded expanded bus route.

Learnfare. Dependent children age six through 17 in a W-2 group that includes a participant in a TEMP placement, community service job, or transitional placement must be enrolled in, and attend school unless otherwise exempt. Each child must be enrolled in school, or must have been enrolled in the immediately preceding semester. A child fails the attendance requirement if he or she is absent from school without an acceptable excuse for part or all of five or more days during the current or previous semester (that is, habitually truant). These attendance requirements are commonly referred to as "Learnfare."

In addition, certain persons must participate in case management services, including minor parents, habitual truants (students who are absent from school without an acceptable excuse for part or all of five or more school days during a semester), dropouts, returning dropouts, and children of individuals participating in W-2 who have been unable to participate in assigned activities due to the child's school-related problems.

The W-2 agency is required to verify enrollment and attendance during a case review. If the children and parent do not provide all information necessary for the W-2 agency to verify enrollment and attendance, the parent is not eligible for a W-2 employment position.

A financial penalty may be imposed if a child fails to meet the enrollment requirement or does not cooperate with case management services without good cause. By rule, the penalty is a reduction in the W-2 participant's cash benefit of $50 per month per penalty, not to exceed $150 per month. The penalty is imposed each month until the child complies with the Learnfare requirements.

W-2 Caseload Information

Figure 1 shows the total number of paid placements, by placement type, for the period from January, 2006 through September, 2018. The figure shows that participation in total paid placements increased significantly during the 2008-2009 recession, but has decreased substantially since 2013.

Figure 2 shows the total monthly W-2 benefit payments for this same period, which show a similar trend. The figures show a strong relationship between the number of W-2 employment positions and W-2 benefits costs with national economy. Other factors that may have contributed to the trends are a renewed emphasis on work requirements by W-2 agencies and sanctions for nonparticipation in work activities.

Table 3 shows the paid placements for each county in the state for September, 2018. Table 3 does not include subsidized job programs or the case management follow up stipend or services. Milwaukee County accounted for 62.7% of the paid placement caseload.

Table 4 shows the number of W-2 participants as of September, 2018, including both subsidized employment and case management cases, by age of the W-2 participant. W-2 participants must be 18 years of age or older. Approximately 55% of participants were younger than 30 years old.

Table 5 shows the number of children in W-2 groups as of September, 2018. The number of participants in Table 4 is higher than the number of W-2 groups in Table 5 because a W-2 group may have more than one participant.

Figure 1: Total W-2 Paid Placements January, 2006, through September, 2018

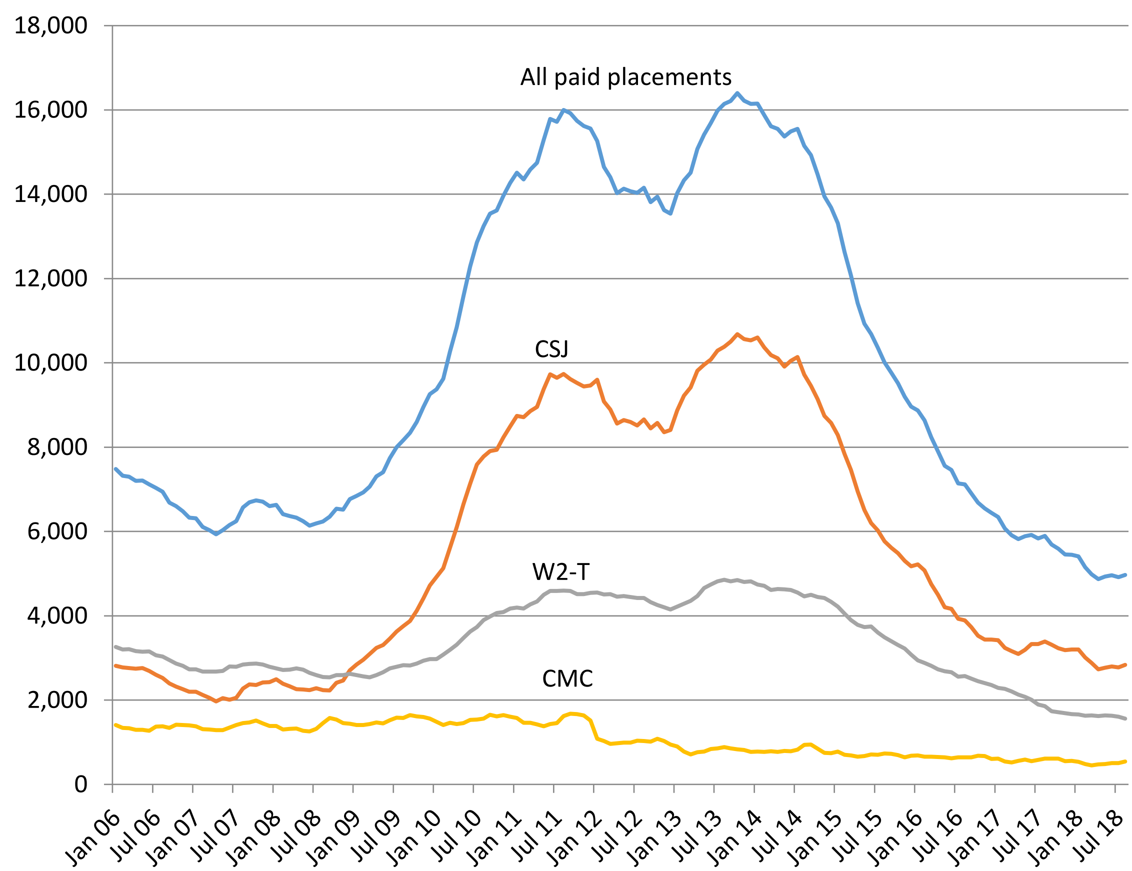


Figure 2: Total W-2 Benefits January, 2006, through September, 2018

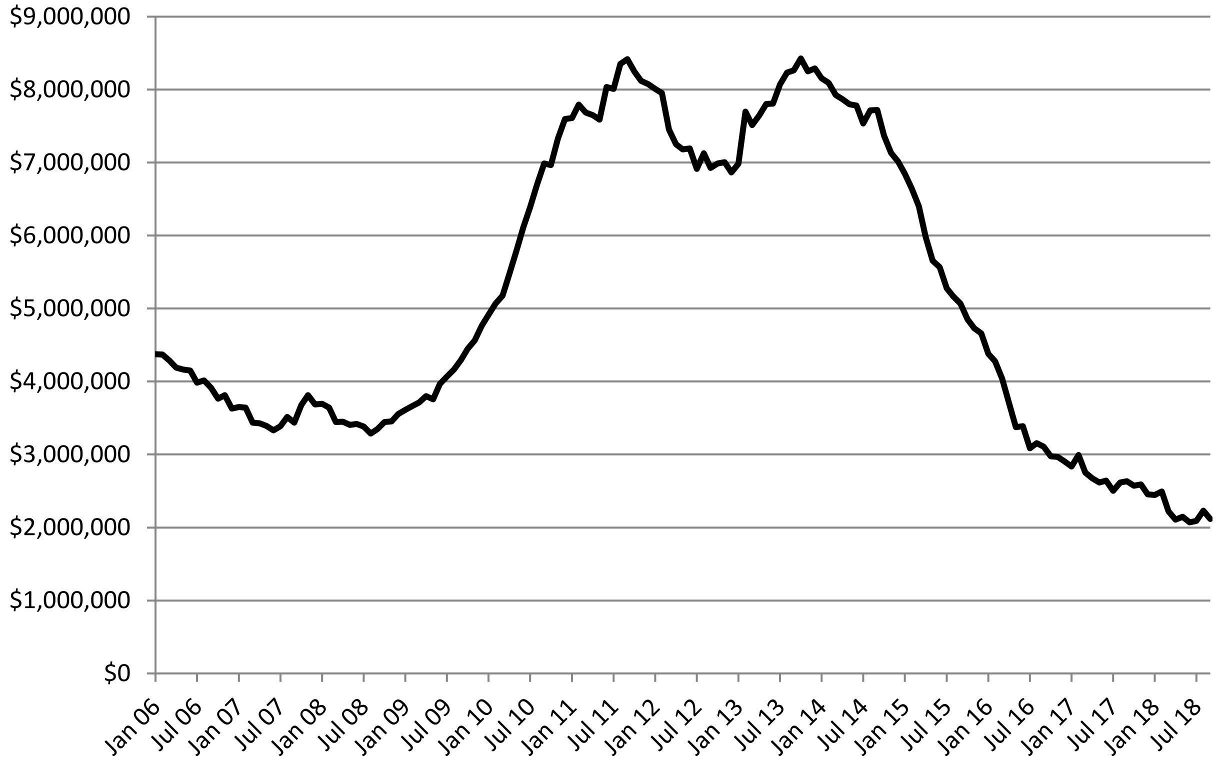


Table 3: W-2 Paid Placements by County (September, 2018)

Agency	W-2 Transition Job	Full CSJ	Prorated CSJ	Caretaker of Newborn	At Risk Pregnancy	Total
Adams	6	6	2	0	0	14
Ashland	0	5	4	1	0	10
Barron	2	9	3	3	0	17
Bayfield	0	3	1	0	0	4
Brown	15	60	24	23	1	123
Buffalo	1	1	0	1	0	3
Burnett	1	2	2	1	0	6
Calumet	1	3	0	1	0	5
Chippewa	5	6	5	2	0	18
Clark	1	4	2	1	0	8
Columbia	8	6	2	1	0	17
Crawford	1	5	0	2	0	8
Dane	48	105	17	22	1	193
Dodge	6	7	1	5	0	19
Door	1	3	1	1	0	6
Douglas	10	20	4	0	0	34
Dunn	4	9	3	0	0	16
Eau Claire	8	21	8	6	0	43
Florence	0	1	0	0	0	1
Fond du Lac	3	37	10	8	0	58
Forest	1	0	0	0	0	1
Grant	11	7	7	2	0	27
Green	2	5	1	0	0	8
Green Lake	1	4	0	1	0	6
Iowa	2	3	0	1	0	6
Iron	0	0	0	0	0	0
Jackson	2	1	0	0	0	3
Jefferson	17	5	5	3	0	30
Juneau	6	5	1	1	0	13
Kenosha	45	97	11	14	1	168
Kewaunee	1	5	3	0	0	9
La Crosse	4	9	0	6	0	19
Lafayette	1	0	0	0	0	1
Langlade	3	4	0	1	0	8
Lincoln	5	4	0	2	0	11
Manitowoc	1	15	2	2	0	20
Marathon	18	16	0	4	0	38
Marinette	4	10	4	1	2	21
Marquette	1	4	0	0	0	5
Menominee	2	2	0	1	0	5
Milwaukee	1,044	1,500	208	306	9	3,067
Monroe	6	1	0	1	0	8
Oconto	0	5	0	1	0	6
Oneida	12	3	4	0	0	19
Outagamie	8	23	5	12	1	49

Table 3: W-2 Paid Placements by County (September, 2018) (continued)

Agency	W-2 Transition Job	Full CSJ	Prorated CSJ	Caretaker of Newborn	At Risk Pregnancy	Total
Ozaukee	2	1	0	1	0	4
Pepin	1	0	0	0	0	1
Pierce	3	3	0	0	0	6
Polk	4	6	1	0	0	11
Portage	5	4	2	2	0	13
Price	1	5	1	0	0	7
Racine	38	108	20	20	1	187
Richland	4	0	1	0	0	5
Rock	23	49	11	20	3	106
Rusk	0	3	0	1	0	4
Sauk	3	17	2	2	0	24
Sawyer	1	5	2	0	0	8
Shawano	3	9	3	5	0	20
Sheboygan	18	36	6	11	0	71
St. Croix	1	11	0	3	0	15
Taylor	0	0	0	1	0	1
Trempealeau	1	2	0	1	0	4
Vernon	1	0	0	1	0	2
Vilas	4	1	1	0	0	6
Walworth	14	2	0	1	0	17
Washburn	3	5	0	1	0	9
Washington	3	10	2	1	0	16
Waukesha	31	11	0	1	0	43
Waupaca	4	5	2	2	0	13
Waushara	5	7	1	3	0	16
Winnebago	16	41	5	6	1	69
Wood	25	19	7	8	1	60
Total	1,532	2,401	407	528	21	4,889

Table 4: W-2 Participants by Age Including Subsidized Employment and Case Management Cases (September, 2018)

Age of Participant	Number of W-2 Participants
Under 20	508
20-24	1,545
25-29	2,186
30-34	1,422
35-39	1,006
40 and over	1,029
Total Participants	7,696

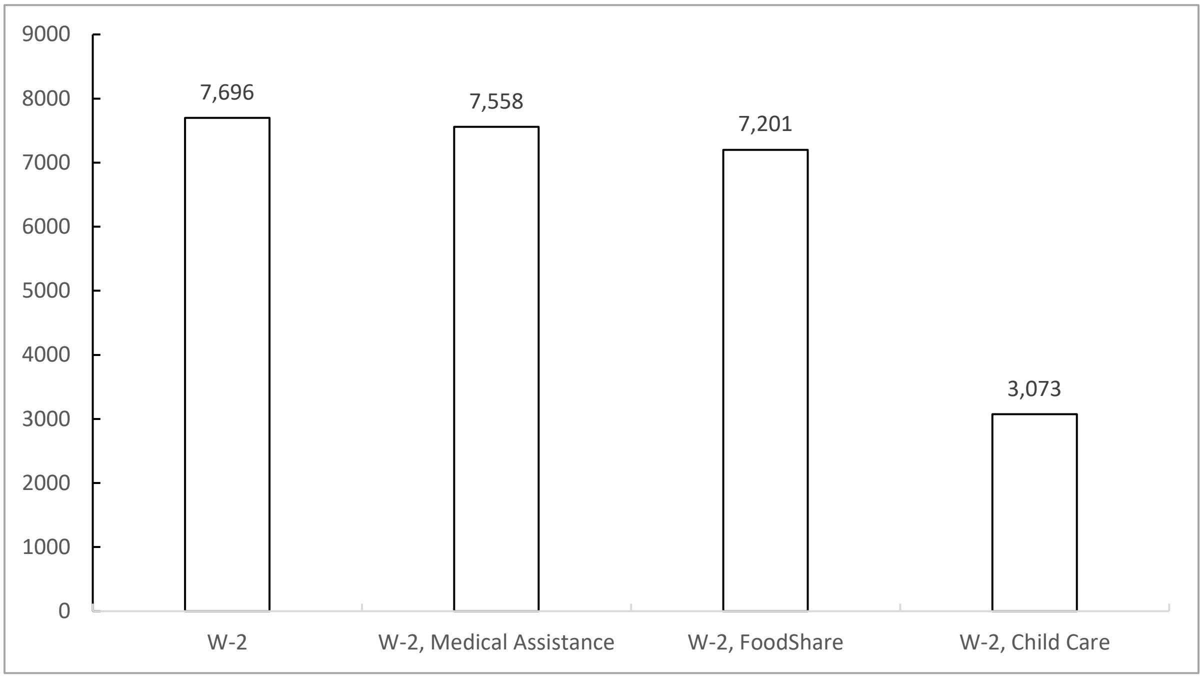
Table 5: Number of Children in W-2 Assistance Groups September, 2018

Number of Children	Number of Assistance Groups
0**	101
1	3,244
2	2,299
3	1,181
4 or more	872
Total Groups	7,697

Average Number of Children 2.0

*At-risk pregnant women and case management only pregnant women with no eligible children.

Figure 3: **Interaction between W-2 and Other Programs**
September, 2018



Finally, Figure 3 provides information on the interaction between W-2 and other public benefit programs. It shows the total number of cases where participants were receiving W-2 cash assistance or case management services for the month of September, 2018. It compares the total W-2 caseload with the number of W-2 cases that also receive medical assistance, FoodShare, or child care services. The percentage of W-2 participants that were also enrolled in medical assistance in September, 2018, was 98%. W-2 participants automatically meet the financial eligibility requirements for the FoodShare program. The percentage of W-2 participants that were also receiving FoodShare in September, 2018, was 94%. The percentage of W-2 participants determined eligible for child care subsidies in September, 2018, was 40%.

W-2 Administration

The W-2 program may be administered locally by governmental and private agencies that enter into contracts with DCF. DCF pays W-2 benefits to participants directly, and may impose enrollment limits on any geographic area at any time during the contract period.

To date, DCF has entered into seven sets of contracts with W-2 agencies. The seventh contract period covers calendar years 2013 through 2016. The 2013-2016 W-2 agency contracts provide for up to four additional two-year extensions. As a result, the current set of contracts could remain in effect for a period of 12 years until December, 2024. DCF exercised its option to renew the contract for a two-year extension through 2020.

Contracting Process

DCF awards contracts to agencies to provide W-2 services in geographical area determined by DCF. DCF may either award a contract on the basis of a competitive process approved by DOA or award a contract to a W-2 agency if that agency has met performance standards under the immediately preceding contract period.

The competitive process used to award contracts must include cost and prior experience criteria. Agencies that do not meet the performance standards under the preceding contract may apply for the new contract under the competitive process. Agencies that meet the performance standards but opt not to compete for a subsequent contract must notify their employees at least six months prior to the expiration of the contract.

If no acceptable provider in a geographical area is selected under the competitive bidding process, DCF must administer the program in that area. The Secretary of DOA may waive the normal state procurement requirements with respect to a contract entered into by DCF for the administration of W-2 under certain conditions.

Geographical Areas. DCF must determine the geographical area that each W-2 agency will cover. No area can be smaller than one county, except on federally recognized American Indian reservations and in Milwaukee County. An area may include more than one county.

If any changes are made to the geographical area for which a W-2 agency is responsible, DCF is required to use a competitive process to award the W-2 contract for that area, regardless of whether the W-2 agency has met the performance standards required for continued selection under a contract.

The current W-2 agency contracts established 10 geographical service areas -- four areas in Milwaukee County and six in the rest of the state. Because these geographic areas differed from the previous regions, no W-2 agency earned the right under the previous W-2 contracts to first selection in their respective geographic areas. Table 6 shows the contracted agencies and regions, as of January, 2019.

Contract Requirements

W-2 contracts must require each W-2 agency to establish one or more community steering committees to participate in the implementation of the W-2 program. Steering committees: (a) advise the W-2 agency concerning employment and training activities; (b) identify and encourage employers to provide permanent, subsidized jobs, and work experience opportunities; (c) coordinate with local workforce development boards; and (d) may foster and guide the entrepreneurial efforts of W-2 participants and furnish mentors to provide job-related guidance.

Each steering committee includes up to 20 members. Each county that the W-2 agency serves must be represented on a committee by a member who is a representative of a county department responsible for economic development, of a city department responsible for economic development of a city that is in that county, or of the business community in that county. The W-2 agency must appoint at least one representative of business interests as a committee member. The committee must appoint a chairperson who represents business interests. Because W-2 agencies span many counties, they are authorized to appoint as many committees as necessary to allow the required representation on each committee without exceeding the maximum number of committee members.

Each agency contract also must contain provisions requiring the W-2 agency to perform several activities, including: (a) employing at least one financial and employment planner to work with participants; (b) employing staff to meet the needs of participants who are refugees and have cultural or linguistic barriers; and (c) ensuring that services delivered under W-2, the FoodShare program, and

Table 6: W-2 Agencies -- January, 2019

Agency	Region	County or Counties
America Works of Wisconsin, Inc.	East Central Milwaukee	Milwaukee
ResCare Workforce Services	Southeast	Kenosha, Ozaukee, Racine, Walworth, Washington, and Waukesha
Forward Service Corporation	North Central Northeast Southwest	Adams, Brown, Calumet, Columbia, Dane, Dodge, Door, Florence, Fond du Lac, Forest, Grant, Green, Green Lake, Iowa, Jefferson, Juneau, Kewaunee, Lafayette, Langlade, Lincoln, Manitowoc, Marathon, Marinette, Marquette, Menominee, Oconto, Oneida, Outagamie, Portage, Price, Richland, Rock, Sauk, Shawano, Sheboygan, Taylor, Vilas, Waupaca, Waushara, Winnebago, and Wood
Maximus Human Services, Inc.	West Central Milwaukee	Milwaukee
Ross Innovative Employment Solutions Corp	Northern Milwaukee	Milwaukee
UMOS, Inc.	Southern Milwaukee	Milwaukee
Workforce Connections, Inc.	Western Milwaukee	Buffalo, Crawford, Jackson, La Crosse, Monroe, Pepin, Trempealeau, and Vernon
Workforce Resource, Inc.	Northwest	Ashland, Barron, Bayfield, Burnett, Chippewa, Clark, Douglas, Dunn, Eau Claire, Iron, Pierce, Polk, Rusk, Sawyer, St. Croix, and Washburn

MA are coordinated in a manner that most effectively serves the recipients of those services. Under the 2013-2016 W-2 agency contracts, each of the W-2 agencies for the 10 geographical areas must maintain a W-2 program director, a W-2 program manager, a quality assurance manager, a finance manager, IT manager, and financial and employment planner.

In addition, W-2 agencies are required to: (a) determine eligibility for, and administer child care assistance if DCF contracts with the W-2 agency to do so; (b) provide, or contract with another person to provide, credit establishment and credit repair assistance after submission of a proposed plan to DCF; (c) provide a single-page description of all benefits and services that may be provided to any individual by a W-2 agency; and (d) perform any other tasks specified by DCF in the W-2 agency contract that DCF determines are necessary.

W-2 agencies are also required to establish a referral relationship with other employment and training programs, to encourage employers to make training available on business sites for participants, and to work with the Wisconsin Economic Development Corporation to coordinate services. W-2 agencies may also establish a nutrition outreach program with the community steering committee, and may coordinate with local food pantries and food banks and other interested parties.

Audits of W-2 Agencies. Each W-2 agency may be audited by the Legislative Audit Bureau. The Bureau may inspect, at any time, any W-2 agency's records as the Bureau deems appropriate and necessary. In performing audits of W-2 agencies, the Bureau may audit only the records and operations of the agencies that pertain to the receipt, disbursement, or other handling of state appropriations. If the Bureau inspects the records of individual participants, it must protect the confidentiality of those records. DCF may also require a W-2 agency to submit to an independent annual audit paid for by the agency.

Financial Accountability. Under the contracts, W-2 agencies are paid using a performance-based model for achieving outcomes for participants. No payments are provided if W-2 agencies submit reports or claims that are incomplete or lacking in documentation. Annual fiscal reviews ensure that expenditures are for eligible individuals and are allowable under federal regulations. DCF may withhold, deduct, reduce, or recover payments for disallowed costs.

W-2 agencies may spend money in the manner they determine to be most effective in reaching the performance outcomes. Although W-2 agencies are not paid according to the costs they incurred, they are required to report all program expenses incurred for operating W-2 and related programs. These costs must be allowable costs that comply with federal TANF cost reporting guidelines.

Performance Standards

DCF must establish performance standards for the administration of W-2. If an agency does not meet these standards, DCF may withhold any or all payment from the agency.

In addition to the statutorily-required criteria, the W-2 contracts require agencies to meet additional minimum standards of performance. Further, DCF may negotiate with a W-2 agency for additional outcomes if the agency has attained all of its target outcomes under the contract.

Payment under the 2013-2016 W-2 Agency Contracts (2017-2019 Extension)

The payment structure under the contracts provides W-2 agencies with a monthly capitated payment. Pursuant to contract changes made in 2016, Milwaukee agencies receive a monthly capitated payment of $160 per case and agencies in all other counties receive $200 per case. In 2018, capitation payments did not exceed 30% of the maximum contract budgeted amount. In 2019, each W-2 agency will receive a monthly capitated amount equal to 1/12th of 50% of their total maximum budget.

The remaining payments are based on performance standards and achieving additional outcomes for applicants. Performance payments are paid to W-2 agencies each month on a per outcome basis, as negotiated with each W-2 agency under the contracts. DCF may pay for additional outcomes above these targets up to the maximum total allocation for the geographical area.

In 2019, performance payments will be provided based on the following measures: (a) job attainment; (b) job attainment after vocational training completion; (c) job attainment by long-term participants; (d) job retention; (e) an all-families work participation rate numerator (described in Appendix A); (f) a W-2 Transition all-families work participation rate numerator; (g) a two-parent work participation rate numerator; and (h) the number of noncustodial parents served.

W-2 agencies also receive incentive payments for achieving certain benchmarks. In 2019, these incentives include: (a) quarterly payments related to the all-families work participation rate; and (b) one-time payments for the best performance rate for job attainment, job retention, and/or long-term participant attainment; (c) bonus payments for each participant's educational attainment; (d) quarterly payments for each month a participant is assigned to certain vocational training and a one-time payment for completion of such training; (d) incentive payments for achieving certain W-2 participant engagement metrics; (e) a one-time payment for achieving 70% customer satisfaction; (f) bonus payments for claims exceeding the target performance for job attainment, job retention, long-term participant job attainment, vocational training completion job attainment, and SSI/SSDI attainment; and (g) bonus payments for each enrollment of a noncustodial parent into certain child support employment programs.

Finally, W-2 agencies are also reimbursed for allowable costs for TEMP placements, drug testing, noncustodial parent stipends, vocational assistance and training, emergency assistance, contracted child care, refugee cash assistance, and other refugee services.

Attachment 1 displays the total maximum allocation for capitated payments, performance outcome payments, cost reimbursement, and incentive payments in calendar year 2018 for each W-2 agency. The total amount budgeted cannot be exceeded in terms of payment for capitated enrollment, performance payments, or those parts of the W-2 program reimbursed on a cost basis.

Capitation rates and enrollment targets, performance-based payments and targets, whether to delete or add any performance outcomes, and any other adjustments to the geographic area's budget may be renegotiated annually if mutually agreed to do so by the W-2 agency and DCF. This process begins in August of each contract year.

Sanctions, Dispute Resolution, Earnings Check, and Overpayments and Fraud

Sanctions

A \$5.00 hourly sanction is imposed if a participant in a community service job or transitional placement misses required work, training, or educational and training activities without good cause. Additional sanctions may be imposed upon recipients for refusal to participate in an employment position, not cooperating with child support requirements, intentional program violations, and for failing a drug test.

"Good cause" is determined by the W-2 agency's financial and employment planner and includes: (a) a required court appearance for any reason; (b) unavailability of child care; (c) lack of transportation; (d) W-2 group member's illness, injury, disability, or incapacity; (e) accommodations necessary to participate are not available to complete the assigned activity; (f) conflict with another assigned W-2 activity or job search attempts; (g) inclement weather that impedes transportation or travel; (h) school emergency; (i) domestic violence issues; (j) death in immediate family; (k) routine medical or school appointments that cannot be scheduled at times other than assigned activities; (l) observance of religious holiday (by participant, child's school, or employer); and (m) other circumstances beyond the control of the participant, but only as determined by the financial and employment planner.

Before taking any action against a W-2 participant that would result in a 20% or more reduction in the participant's benefits or in termination of the participant's eligibility to participate in W-2, a W-2 agency must: (a) provide written notice of the proposed action and of the reasons for the proposed action to the W-2 participant; and (b) allow the W-2 participant reasonable time to rectify the deficiency, failure, or other behavior to avoid the proposed action. However, notice and opportunity to rectify are not required for actions predicated upon W-2 financial and non-financial eligibility criteria, such as a child becoming 18 years old or the participant moving out of the state.

Refusal to Participate. If a W-2 participant (or individual in a participant's W-2 group) refuses to participate in a W-2 employment position component, the participant is ineligible to participate in the entire W-2 program for three months. If a participant (or individual in a participant's W-2 group) refuses without good cause to participate in a W-2 component three times, that participant is ineligible to further participate in that component.

A participant is considered to have refused to participate if he or she, without good cause, as determined by the W-2 agency: (a) fails to appear for an interview with a prospective employer, including a work experience provider; (b) fails to appear for an assigned activity; (c) voluntarily leaves appropriate employment or training without good cause; (d) is discharged from appropriate employment or training for cause; (e) refuses to accept a bona fide offer of employment; (f) refuses to participate in a W-2 employment position; (g) is discharged from a work experience site for cause; or (h) demonstrates through other behavior or action, as determined by the financial and employment planner, that he or she refuses to participate.

Cooperation with Child Support Efforts. In order to be eligible for a W-2 employment position or child care, every parent in an individual's W-2 group must fully cooperate in efforts to establish paternity and obtain support payments or any other payments or property to which that parent and the dependent child may have rights, unless it is determined that the parent has good cause for not cooperating or is exempt because the child is 60 days old or younger. An individual who fails three times to meet these requirements remains ineligible until all members of the individual's W-2 group cooperate or for a period of six months, whichever is later.

Intentional Program Violations. If an individual applying for or receiving benefits under W-2, Wisconsin Shares, or emergency assistance intentionally violates any provision or rule related to these programs, the individual must be denied benefits as follows: (a) for six months for a first intentional program violation; (b) for one year for a second program violation; and (c) permanently for a third intentional program violation.

Dispute Resolution

Under state law, a two-part process is established for reviewing decisions by local W-2 agencies. The first step of the process allows individuals to petition the local agency for a fact finding review of certain decisions. If the agency's review does not result in a decision that is acceptable to the individual, he or she can then petition DCF for review of the agency's decision. The W-2 agency may also request a review by DCF.

W-2 Agency Review. Any individual whose application for a W-2 employment position, job access loan, or emergency assistance is not acted upon by the local W-2 agency with reasonable promptness may petition the W-2 agency for review of such action. A petition for review may also be made if the application is denied in whole or in part, if the individual's benefit is modified or canceled, if the individual believes that the benefit was calculated incorrectly, or if the individual believes that he or she was placed in an inappropriate employment position. Review is not available if the agency's action occurred more than 45 days prior to submission of the petition.

Upon a timely petition for review, the agency must give the applicant or participant reasonable notice and opportunity for a review. The agency must render its decision as soon as possible after the review and mail a certified copy of its decision to the applicant or participant. The agency is required to deny a petition for review or refuse to grant relief if the petitioner withdraws the petition in writing or abandons the petition. Abandonment occurs if the petitioner fails to appear in person or by representative at a scheduled hearing without good cause, as defined by DCF by rule.

DCF Review of Financial Eligibility Determinations. If the W-2 agency's decision involved denial of an application based solely on the determination of financial ineligibility, DCF is required to review the W-2 agency's decision if: (a) the applicant or participant petitions DCF for review of the decision within 21 days after the certified copy of the W-2 agency decision is mailed; or (b) the W-2 agency requests DCF to review the agency's decision.

Reviews of financial eligibility are referred to and conducted by the Division of Hearings and

Appeals in the Department of Administration (DOA). The review is limited to the record and the fact finding decision of the W-2 agency. However, the Division may make any additional investigation it considers necessary.

DCF must make a decision as soon as possible and must send a certified copy of its decision to the applicant or participant, county clerk, and W-2 agency. The decision is a final decision, but may be revoked or modified as conditions change.

DCF Review of Other Agency Decisions. If the agency's decision does not involve denial of an application based solely on the determination of financial ineligibility, DCF is authorized, but not required, to review a decision by a W-2 agency. These reviews are also referred to and conducted by DOA.

Corrective Actions. W-2 agencies are bound by a DCF final decision. The W-2 agency must place an individual in the first available W-2 employment position that is appropriate for that individual if: (a) the individual's application for a W-2 employment position was denied and the W-2 agency or DCF determines that the individual was in fact eligible; or (b) the individual was placed in an inappropriate W-2 employment position. The individual would be eligible for the benefit for the W-2 employment position beginning on the date on which the individual begins employment or education and training activities for that position. Further, if the W-2 agency or DCF determines that a person's benefit was improperly modified, canceled, or calculated, the W-2 agency must restore the benefit to the appropriate level retroactive to the date on which the error first occurred.

Earnings Verification

State law requires DCF to periodically review the earnings of participants in the W-2 program by checking amounts credited to recipient social security numbers. Any discrepancy between the amounts reported as earnings and the amounts credited to a social security number must be investigated.

Federal law requires states to implement an income eligibility verification system (IEVS) to verify the accuracy of financial information provided by applicants for federally funded assistance programs. If a state does not implement this system, the federal TANF grant could be reduced by as much as 2% per year.

Wisconsin utilizes a data exchange between state, federal, and private databases to request and verify recipient earnings information. Examples of the type of information the state verifies include social security numbers and SSI payments from the U.S. Social Security Administration, state wage and unemployment insurance information collected by the Department of Workforce Development, unearned income from the Internal Revenue Service (IRS), and immigration status from the United States Citizenship and Immigration Services.

In a 2004 report, the Legislative Audit Bureau determined that Wisconsin failed to meet IEVS requirements for the TANF program. DWD, which administered TANF at the time, was notified that the state was subject to a penalty of $4.7 million. After the state's dispute of the penalty was denied, Wisconsin submitted an approved corrective compliance plan, under which no penalty would be imposed if Wisconsin corrected the IEVS violation on or before September 30, 2007. Despite the corrective compliance plan, the Legislative Audit Bureau reported in 2009 that Wisconsin was not properly conducting IEVS data matching of unearned income with the IRS. Further, county and W-2 agencies did not timely follow up on data matches of wage information and unemployment insurance from DWD. As a result, the $4.7 million penalty was imposed on the TANF block grant for federal fiscal year (FFY) 2015. Wisconsin was required to replace this amount with state funds.

In 2015, DCF entered into corrective action plan to meet IEVS data matching requirements by the end of 2016. DCF indicates that it has completed all documentation and taken the necessary steps under the corrective action plan to be in compliance with the IEVS data matching requirements.

Overpayments and Fraud

DCF is required to recover all overpayments of benefits paid for participation in W-2 employment positions, Transform Milwaukee and Transitional jobs programs, child care subsidies, transportation assistance, and emergency assistance. Further, state law allows for recovery when a W-2 recipient receives a financial windfall (such as an inheritance, court settlement, or lottery winnings). DCF must also conduct activities to reduce payment errors and distribute funds to W-2 agencies for the administrative costs of reducing payment errors.

Overpayments may result from administrative errors, inadvertent errors in information provided by the participant, or from intentional program violations by participants willfully misreporting or failing to report eligibility information. Liability for an overpayment extends to any parent, nonmarital co-parent, or stepparent for the period during which those persons were in the W-2 group while the group received benefits.

When an overpayment of W-2, child care, or transportation benefits is detected, the W-2 agency must provide notification to the participant stating the reason for the overpayment, the time period in which it occurred, and the participant's right to appeal the overpayment determination. The participant can choose to follow the dispute resolution procedures outlined above. If still not satisfied, the participant can request a hearing under the DOA administrative review process.

If the overpayment determination becomes final after the dispute resolution procedures, DCF may recoup the overpayment through several different methods. In general, W-2 payments may be recovered through a tax intercept program. The state share of these recovered payments may be used to fund state and local welfare fraud and error reduction efforts.

For closed cases and unpaid W-2 placements, any overpayment may be recovered by the W-2 agency via a negotiated repayment agreement requiring monthly payments over a reasonable period of time.

For community service jobs and transitional placements (which provide cash grants to participants), the W-2 agency, county, or tribal governing body must ask a participant to voluntarily repay the overpayment amount. If the participant refuses, the W-2 agency must refer the individual to DCF for collection or court action. DCF is required to recover an overpayment resulting from an error by reducing the amount of the individual's benefit payment by no more than 10%. A participant may also make an additional voluntary repayment. In cases of intentional program violations, DCF must recover the overpayment by deducting the following amounts from subsequent monthly W-2 employment benefits:

a. If the amount of the overpayment is less than $300; 10% of the monthly benefit payment.

b. If the overpayment is at least $300, but less than $1,000; $75.

c. If the overpayment is at least $1,000, but less than $2,500; $100.

d. If the overpayment is $2,500 or more; $200.

For the TEMP placements (which provide a wage subsidy to employers), DCF may recover from the participant up to the amount paid in wage subsidies while the participant was ineligible to participate. For Transform Milwaukee and Transitional Job placements, which also provide a subsidy to employers, DCF may recover any overpayments from participants that result from their misrepresentation of eligibility for the program.

DCF may recover overpayments from contractors that result from a contractor failing to meet performance standards or failing to comply with the terms of the contract.

For emergency assistance, in the case of an error in payment, DCF is required to recover the overpayment from the W-2 agency by offsetting the agency's W-2 contract. County departments and W-2 agencies must notify DCF if they determine that DCF may recover an overpayment. In the case of an overpayment resulting from a misrepresentation by the participant with respect to his or her eligibility, recovery may be made from the participant by any legal means, including state income tax intercept or levy against property.

A repayment will be considered delinquent if the participant fails three times to timely submit a payment by its due date. If a repayment is delinquent, DCF may issue a warrant to a county circuit court clerk that is considered a final judgment and perfected lien against all the participant's real property and personal property in that county. DCF must provide notice of the warrant to the participant, who has the right to an administrative hearing concerning the delinquency of the debt.

Once the warrant is issued and the time for a hearing has expired, DCF can direct the county sheriff to levy and seize the participant's property. The first $1,000 in a bank account is exempt from any levy. In addition, the greater of the following is exempt from the levy: (a) a subsistence allowance of 75% of the individual's disposable earnings; or (b) an amount equal to 30 times the federal minimum hourly wage for each full week of the individual's pay period.

Local Fraud Investigation. Administrative rules provide for incentive payments to local child care agencies for identifying fraud in Wisconsin Shares by child care providers. The incentive payment is an amount equal to the average monthly subsidy payment per child during the prior fiscal year, multiplied by the number of children participating in the subsidy program for whom the provider provides care, multiplied by 1.5 months.

The incentive payment may be used to either: (a) add to next year's child care fraud contract (or its existing child-care fraud contract if requested in the first half of the contract term) with DCF; or (b) for another TANF-related purpose consistent with the state TANF plan.

No local fraud incentive payments were made in 2017.

Mandatory Fraud Reporting. Employees of DCF, a county, or a tribal governing body must immediately report suspected fraudulent activity in public assistance programs to their immediate supervisor. The supervisor must evaluate the report to determine whether there is reason to suspect that the fraudulent activity has occurred or is occurring. If so, the supervisor must report the fraudulent activity to DCF and, if in a county having a population of 145,000 or more, to the sheriff. Any person who fails to report suspected fraudulent activity may be required to forfeit not more than $1,000.

The identity of the employee reporting fraud must remain confidential if it is reasonably possible to do so. Any person who reports suspected fraudulent activity in good faith has immunity from any liability, civil or criminal, that may result. DCF, a county, a tribal governing body, and their employees are prohibited from taking disciplinary action against, or threatening to take disciplinary action against, any person because the person in good faith reported suspected fraudulent activities. Any employee subjected to, or threatened with, disciplinary action is allowed to file an equal rights complaint or a fair employment claim.

Criminal Penalties. The Department of Justice and district attorneys are authorized to prosecute violations of criminal laws affecting any public assistance program, including W−2, FoodShare, and medical assistance. It is a Class A misdemeanor to (a) intentionally make, or cause to be made, any false statement or representation of material fact in any application for W-2 benefits; or (b) conceal or fail to disclose an event which would affect the initial or continued eligibility for W-2 benefits. If accomplished by furnishing items or services for which payment is or may be made under W-2, such violations constitute a Class H felony.

Other Work Experience Programs

Children First

The children first program provides job training and work experience to noncustodial parents to promote the emotional and financial responsibility that a noncustodial parent has for his or her children. A noncustodial parent who has no current means of meeting a child support obligation may be ordered to participate in the program by a court.

The children first program is administered by DCF. However, DCF may contract with a county child support agency, county human/social services agency, tribal governing body, or W-2 agency to administer the program locally. In Milwaukee County, DCF contracts with the Milwaukee County Department of Child Support Services, which subcontracts with the Center for Veterans Issues, UMOS, and My Father's House for local administration.

Program participants are considered employees of the W-2 agency, county department, or tribal governing body for purposes of worker's compensation benefits only. Participants are reimbursed a maximum of $25 per month for transportation costs associated with participating in the program. The program requires a formal partnership between the county child support agency, the county/tribal judicial system, and the W-2 agency, county department, or tribal governing body.

DCF is required to pay a W-2 agency, county, or tribal governing body administering the program up to $400 per year for each participant. Allocations for participating agencies, county departments, or tribal governing bodies are budgeted at $400 per year multiplied by the estimated number of individuals who will participate in the program. Additional program costs are paid by the agency, county, or tribal governing body. A court may order a noncustodial parent to a children first program in another county if the program is reasonably close and the other county agrees to accept the parent.

A participant successfully completes the program when he or she either fulfills child support obligations for three consecutive months, or completes 16 weeks of employment and training activities.

Transform Milwaukee and Transitional Jobs

Transform Milwaukee. The Transform Milwaukee program offers subsidized work to low-income individuals in the City of Milwaukee for up to 1,040 hours (six months, full-time) and provides employers with a wage subsidy to offset the hiring costs. The program also offers training to address the skills gap between the unemployed and job vacancies. In contrast with W-2, childless individuals may qualify for the Transform Milwaukee program, and the income eligibility limit is higher (150% of the federal poverty level).

Under the program, DCF may reimburse an employer or contractor for a minimum of 20 hours per week for any of the following costs that are attributable to the employment of an eligible individual: (a) a wage subsidy equal to the amount of wages paid to the individual for hours actually worked, not to exceed 40 hours per week at the applicable federal or state minimum wage; (b) federal social security and Medicare taxes; (c) state and federal unemployment taxes; and (d) worker's compensation insurance premiums. An employer or, subject to DCF's approval, a contractor, may pay a participant an amount that exceeds the wage subsidy. Participants can work in the program for a maximum of 1,040 hours.

Transform Milwaukee has two target populations: the general public and the former out-of-home care population. DCF partners with UMOS to serve the general population and with the Milwaukee Area Workforce Development Board to serve the out-of-home care population.

To be eligible to participate in the program, an individual must: (a) be at least 18 years of age; (b) if older than 24 years of age, be a parent of a child under age 18 or be a relative and primary caregiver of a child under age 18; (c) have an annual household income below 150% of the FPL; (d) be unemployed for at least four weeks; (e) be ineligible to receive unemployment insurance benefits; (f) not be participating in a W-2 employment position; and (g) satisfy drug abuse screening, testing, and treatment requirements.

Furthermore, pursuant to the Transform Milwaukee policy manual, members of the general public that meet the eligibility requirements listed above must either be a young childless adult between 18 to 24 years of age, or a parent with a child support order, a reunification plan, or an ex-offender. However, these additional requirements do not apply to individuals between 18 to 24 years of age who were in out-of-home care at or after age 16.

There were 1,125 participants in Transform Milwaukee jobs in FFY 2018 and 619 participants in September, 2018.

Transitional Jobs Program. Subsequent to the enactment of the Transform Milwaukee program, 2013 Act 113 authorized DCF to establish a similar program in areas outside Milwaukee, to the extent funding is available. DCF must give priority to areas with relatively high rates of unemployment and childhood poverty and other areas with special needs that DCF prioritizes. The same eligibility and program requirements apply to both programs.

The program has expanded to Adams, Ashland, Bayfield, Clark, Florence, Forest, Iron, Jackson, Juneau, Langlade, Menominee, Racine, Rock (Beloit only), Rusk, Sawyer, and Taylor counties.

Three entities have contracted to administer the program locally in four geographic regions: (a) Community Action, Inc. in the Urban Southwest Region (Beloit); (b) UMOS, Inc. in the Rural Northeast Region (Forest, Langlade, Menominee, and Florence counties), the Rural Central Region (Adams, Clark, Jackson, and Juneau counties), and the Urban Southeast Region (Racine County); and (c) the Northwest Wisconsin Concentrated Employment Program, Inc. in the Rural Northwest Region (Ashland, Bayfield, Iron, Sawyer, Rusk, and Taylor counties). Generally, these local agencies accept applications from participants and match them with employers.

There were 179 participants in Transitional Jobs in FFY 2018 and 97 participants in September, 2018.

Work Experience Drug Testing and Treatment

The 1996 federal welfare reform act permits states to require drug tests for public assistance recipients and to provide substance abuse treatment as a job readiness activity. The act also generally bars states from providing TANF assistance to an individual convicted of a felony for possession, use, or distribution of illegal drugs. However, Wisconsin has modified the ban, as permitted under federal law.

Wisconsin Works - Drug Felons. Individuals applying for a W-2 employment position or job access loan must state in writing whether they have been convicted of a felony that has as an element possession, use, or distribution of a controlled substance. If a participant in a community service job or transitional placement was convicted in any state or federal court of such a felony after August 22, 1996, and within five years of applying for a W-2 employment position, the W-2 agency must require the individual to submit to a test for use of a controlled substance as a condition of continued eligibility.

If the test results are positive, the W-2 agency must decrease the pre-sanction benefit amount for that participant by up to 15% for at least 12 months, or for the remainder of the participant's period of participation in the employment position, if less than 12 months. If, at the end of 12 months, the individual is still a participant in the employment position and submits to another test for the use of controlled substances, and if the results of the test are negative, the full benefit amount must be restored.

The W-2 agency may require an individual who tests positive for use of a controlled substance to participate in a drug abuse evaluation, assessment, and treatment program as part of the work or education and training requirements for that employment position.

Work Experience Program Drug Testing. 2015 Act 55 provided substance abuse screening, testing, and treatment as an eligibility requirement for three work experience programs administered by DCF: (a) W-2 services for non-custodial parents, including W-2 TEMP and stipends; (b) the Transform Milwaukee and Transitional Jobs programs; and (c) children first.

DCF is budgeted $250,000 GPR in 2017-18 and 2018-19 to fund drug screening, testing, and treatment costs. DCF is required to pay all costs of substance abuse treatment not otherwise covered by medical assistance, private insurance, or another type of coverage.

All new participants are required to be screened the abuse of a controlled substance such as by answering a questionnaire or through another method required by administrative rule. Based on the answers to the questionnaire, if DCF (or the agency with which DCF has contracted to administer a work program) determines that there is a reasonable suspicion that a participant who is otherwise eligible for a work program is abusing a controlled substance, the participant would have to undergo a test for the use of a controlled substance in order to remain eligible.

Screening questionnaires have been incorporated into preexisting application procedures for DCF's work experience programs. DCF has approved two screening questionnaires: (a) a four-question portion of the screening tool used to assess drug use barriers to employment in the W-2 program; and (b) a ten-question form used in Transform Milwaukee, Children First, and noncustodial parent placements. Effective January 1, 2018, the scoring threshold for the ten question questionnaire was lowered from three “yes” responses to a single “yes” response.

If the test is negative for the use of a controlled substance, the applicant remains eligible to participate in the work programs. If the applicant refuses to submit to a test, the applicant is not eligible until the applicant complies with the requirement to undergo a test for the use of a controlled substance. If the test is positive for use of a controlled substance without a valid prescription, then the applicant must participate in substance abuse treatment to remain eligible.

While undergoing treatment, a participant must submit to random testing for the use of a controlled substance, and the test results must be negative, or positive with evidence of a valid prescription, in order for the participant to remain eligible. If any test results are positive and the participant does not have a valid prescription, the participant can restart treatment once and remain eligible, so long as all subsequent test results are negative or positive with a valid prescription. An additional failed test results in the participant becoming ineligible for 12 months.

Table 7 shows the results of drug screening,

Table 7: Drug Screening, Testing, and Treatment for DCF Work Experience Programs through September, 2018

	Applicants/ Participants	Screened	Referred to Testing	Refused Testing	Referred for Treatment	Refused Treatment	Completed Treatment
Transform Milwaukee (since 11/09/15)	1,708	1,708	20	5	7	1	1
Transitional Jobs (since 7/1/16)	383	383	42	2	2	1	0
W-2 Noncustodial Parent Placements (since 3/1/16)	71	71	9	0	2	0	0
Children First (since 3/7/16)	3,026	3,025	54	4	3	0	0
Total	5,188	5,187	125	11	14	2	1

testing, and treatment through September, 2018.

W-2 Custodial Parent Drug Testing. Pursuant to 2017 Act 59, the drug abuse screening, testing, and treatment requirements also apply to TEMP jobs, community service jobs, and transitional jobs placements. Such requirements apply to all adult members of an applicant's W-2 group whose income or assets are included in determining the individual's eligibility for W-2 employment position. As a result, an individual is not eligible for a W-2 employment position unless that individual and all adult group members satisfy the screening, testing, and treatment eligibility requirements.

However, the screening and testing eligibility requirements do not apply if an individual is: (a) a custodial parent of a child younger than eight weeks old; (b) a woman who is in a pregnancy that is medically verified and that is shown by medical documentation to be at risk; (c) a participant in a W-2 employment position who moves to unsubsidized employment and receives case management services; or (d) a dependent child.

Unlike the requirements for work experience programs, if an applicant for a W-2 employment position, or any of the applicant's group members fails to satisfy the screening, testing, or treatment eligibility requirements, the applicant remains partially eligible for monthly grants under a community service job or transitional placement. The applicant remains partially eligible for twelve months or, if earlier, the date on which the applicant becomes eligible for full participation in a W-2 employment position (such as by complying with controlled substance screening, testing, and treatment eligibility requirements). DCF is required to pay the monthly grant to a protective payee. The protective payee must hold the money and use it exclusively for the benefit of the applicant's dependent children. DCF reduces the amount to reflect that the monthly grant is to be used exclusively for the dependent children.

As of January, 2019, DCF had not yet implemented the W-2 custodial parent drug screening, testing, and treatment eligibility requirements. DCF is coordinating implementation with the Department of Health Service (DHS), due to that agency's implementation of administrative rules (DHS 38, now codified in statute with the enactment of 2017 Wisconsin Act 370) for substance abuse screening, testing, and treatment eligibility requirements for the FoodShare employment and training program.

Child Care

Wisconsin's child care subsidy program, known as "Wisconsin Shares," provides child care assistance for low-income families to enable them to work or prepare for employment through W-2, the FoodShare employment and training (FSET) program, or through a combination of work and education or training programs. Under the program, the state subsidizes the cost of child care charged by providers chosen by the parent. The parent must pay a copay amount based on income, family size, and the number of children in care.

Administration

Local Administration. For geographic regions outside of Milwaukee County, DCF may make child care subsidy eligibility determinations, contract with a county department or agency to make eligibility determinations, or contract with a county department or agency to share in making eligibility determinations. If DCF contracts with a county department or agency to make eligibility determinations, the contract must also require the county department or agency to administrate the child care subsidy program within its geographical region or tribal unit. DCF may also contract with a county department or other agency in a particular geographic area or particular tribal unit for certification of child care providers.

DCF may require the contracted entity to: (a) determine a parent's copayment; (b) determine and authorize the amount of child care for which an individual may receive a subsidy; (c) review and redetermine the financial and nonfinancial eligibility of individuals receiving child care subsidies; and (d) assist eligible individuals to identify and select appropriate child care. According to administrative rule, the child care administrative agency must redetermine the need for service and eligibility at least every twelve months.

In calendar year 2019, a total of $11.9 million is allocated for local administration of child care outside of Milwaukee County. DCF allocated $10.1 million to counties and tribes for child care administration, including eligibility determinations, $1.2 million for certification activities, and $0.6 million for fraud detection and prevention activities.

Milwaukee Administration. To resolve ongoing issues in Milwaukee County, such as untimely responses to applications and instances of fraud, 2009 Act 28 required the state, through DCF, to take over the child care subsidy program in Milwaukee County. Act 28 authorized DCF to either contract with the Milwaukee County enrollment services unit in the Department of Health Services (DHS) or to establish its own child care provider services unit.

DCF contracted with the Milwaukee County enrollment services (MilES) unit in DHS to determine and redetermine eligibility for Wisconsin Shares. DCF also created its own bureau, the Milwaukee Early Care Administration (MECA), within its Division of Early Care and Education, to oversee Wisconsin Shares in Milwaukee County, including program integrity and provider certification.

In 2017-18, MECA expended $8.2 million for the administration of Wisconsin Shares in Milwaukee County. Of this amount, $5.6 million was expended for administration and certification activities and $2.6 million was expended for eligibility determinations.

For 2018-19, MECA is budgeted $8.6 million for the administration of Wisconsin Shares in Milwaukee County ($5.6 million for administration and certification activities and $3.0 million for eligibility determinations).

Eligibility Criteria. In order to be eligible for a child care subsidy, an individual must meet all of the following conditions, as determined by the county department or W-2 agency.

Criteria for Parent, Child, and Employment. To be eligible, the individual must be a custodial or placement parent of a child under the age of 13. This includes a subsidized guardian, interim caretaker, legal custodian, person acting in the place of a parent, person providing kinship care, or biological, adoptive, or foster parent. Child care may also be subsidized for children up to the age of 19 if the child has a documented emotional, behavioral, physical, or personal need requiring more than the usual amount of care and supervision for the child's age.

Further, child care must be needed for the parent to do any of the following:

1. Work in an unsubsidized job, including training provided by an employer during regular hours of employment.

2. Work in a W-2 employment position, including participation in job search, orientation, education, and training activities.

3. Participate in a job search or work experience component of the FSET.

4. Participate in a course of study at a technical college, or participate in educational courses that provide an employment skill, as determined by DCF, if the W-2 agency determines that the course would facilitate the individual's efforts to maintain employment. An individual may receive a child care subsidy under this provision for up to two years.

5. Participate in basic education, including an English as a second language course, literacy tutoring, or a course of study to obtain a GED if the W-2 agency determines that basic education would facilitate the individual's efforts to maintain employment. An individual may receive a child care subsidy under this provision for up to two years.

6. Obtain a high school diploma or participate in a course of study to obtain a GED if the parent is 19 years of age or younger. If the parent is age 17 or younger, the individual must also reside with his or her custodial parent, with a kinship care relative, in a foster home, a subsidized guardianship home, a group home, or an independent living arrangement supervised by an adult.

7. Meet the Learnfare school attendance requirements.

Income Criteria. Initial eligibility for the child care subsidy program is limited to families with gross income of no more than 185% of the FPL ($38,443 for a family of three in 2018). Pursuant to 2017 Act 59, the copayments of participating families whose incomes increase above the 200% FPL threshold increase by $1.00 for every $3.00 by which the family's gross income exceeds 200% of the FPL. These families retain eligibility until either the copayment reduces the subsidy to $0 or their income increases to the exit threshold of 85% of state median income. Once a case has been closed for more than a calendar month, the family must reapply using the 185% FPL standard.

The definition of gross income is the same as used for purposes of determining eligibility for W-2 employment positions, except: (a) the income of farmers and self-employed persons is adjusted to allow for the subtraction of business expenses; and (b) child support is included in the calculation of gross income if the monthly amount of child support exceeds $1,250. Participants in the child care subsidy program are not required to meet the asset limitation requirements that are required of W-2 employment position participants.

Foster and kinship care parents (who are caring for a child under court order and receiving kinship care payments), as well as subsidized guardians and interim caretakers, may be eligible to receive a child care subsidy if the natural or adoptive parent's income at the time the child was removed from the home was at or below 200% of the FPL.

Asset Tests. 2017 Wisconsin Act 59 established a $25,000 liquid asset limit parents must meet to be eligible for Wisconsin Shares. Certain individuals are exempt from the requirement, including foster parents, subsidized guardians, interim caretakers, and kinship care relatives. The asset test is required at the initial eligibility determination and at each eligibility renewal. Assets include an individual's cash and financial resources that can be quickly converted to cash without incurring penalties, such as checking and savings accounts.

Eligibility staff implement this provision by asking applicants to declare whether or not they have liquid assets that exceed $25,000. If the applicant indicates that he or she does not have liquid assets that exceed $25,000, no further verification is required.

In addition, the applicant may not own vehicles that have a combined equity value of more than $20,000, other than vehicles used for business purposes.

The statutes also specify limits on applicants' home ownership. A family may own one home that is used as the family's primary residence, unless the home is valued at more than 200% of the statewide median value for homes (excluding the value of agricultural land owned by the family). As of January 1, 2019, DCF had no yet implemented this provision.

Non-Financial Criteria. To be eligible for the child care subsidy program, the child receiving care must be a U.S. citizen, or a qualifying alien. In addition, an individual must:

1. Fully cooperate with efforts to establish paternity for any minor child and in obtaining support payments for that child.

2. Assign to the state any right of the individual to support or maintenance from any other person when child care is provided for parents receiving cash assistance under W-2.

3. Immunize all participating children in the same manner required by state law for public schools, except that immunization may be waived for reasons of health or religion.

4. Furnish the W-2 agency with any relevant information the agency determines is necessary within seven working days after receiving the request. The time limit may be extended if the agency determines that seven days would be unduly burdensome.

Qualifying Child. In order to prevent improper claiming of child care, state law places restrictions on the use of Wisconsin Shares subsidies for children of child care providers and children of employees of child care providers.

First, subsidies may not be used to provide care for a child who resides with the provider or is the provider's child.

Second, if the child's parent is a child care provider, subsidies may not be used for care provided by a different child care provider who is not the child's parent. By administrative rule, a county department or agency may grant a waiver of this prohibition if: (a) the child has a special need; (b) the parent is the child's foster parent; (c) the parent is the child's guardian or interim caretaker and is receiving subsidized guardianship payments; (d) the child has been placed with a kinship care relative under a court order and the relative is receiving kinship care payments; (e) the parent is requesting child care assistance in order to engage in one of the above described Wisconsin Shares eligible educational or work activities; or (f) the child's biological parent is a dependent minor child currently enrolled in high school and the child and minor parent both reside with the dependent minor parent's parent, kinship care relative, guardian, foster parent, or custodian.

Third, DCF cannot distribute subsidy payments to a certified child care provider for services provided to an employee who is either the parent of the child or a person who resides with the child. As for licensed providers, payments will be suspended if more than 40% of the children are children of or reside with employees of the provider. Licensed providers may avoid payment suspension by altering the mix of children they care for within six weeks of exceeding the 40% threshold.

Termination of Eligibility. Due to changes in federal law with the enactment of the Child Care and Development Block Grant (CCDBG) Act of 2014 (P.L. 113-186), once a family is determined to be eligible for child care subsidies, the family remains eligible for subsidies for at least 12 months, regardless of whether the family no longer meets the state's maximum standard, as long as the family's income does not exceed 85% of the state median income (SMI) for a family of similar size. In FFY 2019, it is estimated that 85% of the SMI for a Wisconsin family of three is $62,886, based on the SMI standard used for the federal low income home energy assistance program.

States may terminate child care subsidies prior to the annual eligibility redetermination if a parent loses employment, but must continue subsidies for at least three months to enable the parent to search for a job. In conformance with federal law, Wisconsin law provides for a minimum period of eligibility equal to the lesser of three months after the permanent termination of an authorized activity, such as employment, or until DCF, a local agency, or a county department conducts the individual's annual eligibility review. Further, a "temporary break" from an authorized activity is itself considered an authorized activity for purposes of Wisconsin Shares eligibility. A temporary break defined as a time-limited absence from an authorized activity due to: (a) illness; (b) leave to care for an individual's family member; (c) a student or holiday break; (d) an interruption in work for a seasonal worker who is not working between regular industry working seasons; or (e) any other cessation of an authorized work activity as long as the individual continues to be employed or enrolled in the authorized activity and the absence does not exceed three months.

In authorizing hours of child care in such situations, DCF must take into consideration the child's learning and development and promote the continuity of care. DCF is not required to limit authorization of hours to the participating parent's scheduled educational or work activities or to the amount of hours spent in those activities. For example, DCF could continue to authorize the same number of hours of child care after a termination of employment. Likewise, any reduction in the use of authorized child care hours due to a temporary break do not result in a reduction of authorized hours due to underutilization.

Children do not lose eligibility for "aging out" of Wisconsin Shares by reaching the age of 13 (or 19 if disabled) until the participating parent's eligibility is redetermined at the end of the twelve-month period.

Allowable Child Care Providers. An eligible parent may use Wisconsin Shares subsidies with child care providers that are licensed by DCF, certified by the local administrator for the county, or established by a school board. Providers must also participate in the YoungStar program, which is described later, before they can receive payments under Wisconsin Shares.

Individuals may also use Wisconsin Shares subsidies for child care that is provided by an out-of-state provider regulated in accordance with another state's standards. However, the out-of-state providers must submit a Wisconsin Shares participation contract to DCF.

Licensing and Certification. Table 8 shows the licensed and certified child care capacity in Wisconsin as of December 31, 2017. In general, child care providers must be licensed by DCF in order to receive compensation for caring for four or more children under the age of seven. Licensed group child care centers may provide care for nine

Table 8: Licensed and Certified Child Care Capacity as of December 31, 2017

	No. of Providers	Daytime Capacity	Night Capacity	Est. Enrolled Children
Licensed Group	2,280	133,282	8,908	189,113
Licensed Family	1,642	12,470	1,984	19,223
Licensed Day Camp	96	8,965	N/A	11,923
Certified Family	748	Up to six	Up to six	4,488
Certified School Age	4	158	N/A	210
Total	4,770			224,957

or more children. Licensed family child care centers, usually operating out of the provider's home, may provide care for up to eight children. Licensed day camps may provide care for more than four children, usually operating seasonally and outdoors.

Providers caring for three or fewer children under the age of seven must be certified by the local administrator in order to receive payment from Wisconsin Shares. There are two certification categories: Level I (regular) family child care and Level II (provisional) family child care. In order to receive the Level I payment rate under Wisconsin Shares, the provider must care for at least one unrelated child. Further, regularly, but not provisionally, certified family child care providers must complete two credits of early childhood training or non-credit DCF-approved training. In order to receive a certification, an applicant may be required to graduate from high school or obtain a GED. Up to five hours of annual training may also be required.

Both regularly and provisionally certified providers, and all employees, substitutes, and volunteers of those providers, must have training in the most current, medically accepted methods of preventing sudden infant death syndrome and shaken baby syndrome.

License Exempt Programs. Public and private schools are exempt from licensure by DCF. Public school child care programs, which are established and supervised by school boards, are required to meet the DCF licensure standards, but are not required to be licensed by DCF. Public schools may receive payments under Wisconsin Shares without certification. Private school programs must be certified by DCF in order to receive payments under the Wisconsin Shares child care subsidy program.

Federal law requires DCF to monitor license-exempt programs that receive CCDF funding for compliance with a subset of licensing rules, including annual onsite inspections for compliance with health and safety standards. If a public school child care program receives Wisconsin Shares subsidies, DCF is authorized to visit and inspect the facilities and records of public school programs and to prosecute licensing violations.

Criminal History and Background Investigations. Federal law requires states to conduct extensive criminal background checks every five years on all child care staff members that have unsupervised access to children, including a search of state and national registries (including each state resided in within the last five years) in five specific areas: (a) state criminal and sex offender registries; (b) state child abuse and neglect registries; (c) the National Crime Information Center; (d) Federal Bureau of Investigation (FBI) fingerprint checks; and (e) the National Sex Offender Registry.

2017 Act 59 conformed state law to federal requirements for background checks. Under prior state law, the entity from which a person was seeking a license, certification, contract, or employment conducted the background check. As of October, 2018, DCF assumed responsibility for conducting background checks on all employees working in licensed child care centers and school-operated license exempt operators.

In the summer of 2019, DCF will begin conducting background checks, including fingerprint-based background checks and annual name-based checks, on all certified operators, household members, employees, and other caregivers currently working in certified child care programs. This new background check must be conducted for all current employees, even those for whom a background check was previously conducted.

Current law does not specify who pays for a background check. Currently, DCF charges a fee of $37.75 for the cost of fingerprint background checks. Under prior law, DCF charged $10 for annual name-based background checks.

Persons Subject to Background Check. Applicants seeking a license (from DCF to operate a child care center), a contract (with a school board to operate a child care) or certification (from DCF, a county department, or agency contracted with DCF), must submit a background check request. Any new prospective employees (including caregivers, non-caregiver employees, and contractors with unsupervised access to children) or household members requesting to reside or work in an existing child care program must complete a fingerprint-based background check and receive a preliminary eligibility approval prior to residing in or beginning to work with supervision in a child care program.

Volunteers who provide infrequent and irregular service that is supervised or parent volunteers who are supervised by a provider are not required to complete a background check.

Initial and Pentannual Fingerprint-Based Background Check. An initial fingerprint-based background check must occur for all new employees (even those with a previous background check if there is a gap in child care employment exceeding 180 days). Additional background checks must be conducted every five years thereafter.

The information DCF is required to obtain for the fingerprint background check includes: (a) an FBI fingerprint-based criminal history search; (b) a search of the National Crime Information Center (NCIC) sex offender registry and state sex offender registry; (c) a search of the NCIC's criminal background check records; (d) a criminal history search from the Wisconsin Department of Justice (DOJ); (e) information from the registry of nurses aides maintained by DHS; (f) information maintained by the Department of Safety and Professional Services regarding the status of the person's credentials; (g) information maintained by DCF regarding any final determination (or contested case decision) of child abuse or neglect against the person; and (h) information regarding the denial of an application to operate a child care facility or other similar entity for committing a relevant offense or lacking a needed credential.

No provider's license, certification, or contract may be issued, continued, or renewed if: (a) the provider has been convicted or adjudicated delinquent of a serious crime; (b) the provider is the subject of a pending criminal charge or delinquency petition alleging that the provider has committed a serious crime; (c) a final determination (or final decision on a contested case hearing) has been made that the person has abused or neglected a child; or (d) the provider's current credentials are inadequate. A provider is prohibited from employing or contracting with a person who will have access to children under the same conditions.

DCF reviews the background check results to determine if an individual is eligible to be certified, reside in, or work in a certified child care program. DCF determines preliminary eligibility usually within seven days, based on the fingerprint-based background check reports. DCF makes its final determination, based on its review of additional records, within 45 days of the background check request. A new employee at a licensed program may not begin working until preliminary eligibility is determined (and only then under the supervision of a person who has received a final eligibility determination). An individual may begin residing in, or working in a certified program without supervision only once the final eligibility determination has been made.

Annual and Monthly Reviews. Operators, adult household members, caregiver employees, and caregiver volunteers are subject to an annual review of DOJ criminal history and DHS records. Non-caregiver employees are not subject to the annual background check.

Each month, DCF conducts automated reviews of operators, household members, caregivers, and non-caregiver employees for information contained in the Wisconsin Circuit Court system, child protective services databases, and the state sex offender registry.

Appeal of Eligibility Determination. Persons determined to be ineligible to work or live in a child care program due to the results of a background check are informed of the right to appeal. During the appeal process, the person is not eligible to reside or work in the child care program.

Serious Offenses and Rehabilitation Review. Depending on the criminal offense involved, an individual may be permanently barred from providing child care, barred from providing child care for a period of five years after completion of any sentence, or barred from providing child care until rehabilitated.

An individual may demonstrate that he or she has been rehabilitated by clear and convincing evidence. However, rehabilitation approval does not ensure that the approved person will receive a license, certification, employment, or permission to reside at a child care program. It only lifts the bar so that the individual may be considered like any other person.

Providers, caregivers, and residents cannot be rehabilitated for the purpose of providing child care services if convicted or adjudicated delinquent of a serious crime, such as murder, kidnapping, or sexual assault. In addition, child care providers (but not caregivers or residents) cannot be rehabilitated if they have been convicted of certain crimes against property, such as retail theft, forgery, or identity theft.

A person who provides false information under these provisions can be required to forfeit not more than $1,000 and may be subject to other sanctions. DCF, the county departments, contracted agencies, or school boards may charge a reasonable fee for any required background investigation.

DCF and county departments may refuse to pay a child care provider an authorized subsidy if the provider, an employee, or resident living on the premises: (a) has been convicted or adjudicated delinquent, at age 12 or older, of a felony or misdemeanor that substantially relates to the care of children or to the operation of a business; (b) is the subject of a pending criminal charge that substantially relates to the care of children; (c) has been determined to have abused or neglected a child; or (d) has violated any provision or rule of the child care subsidy program.

Child Care Subsidy Payments

DCF uses market surveys to establish the maximum reimbursement amount Wisconsin Shares will pay for child care. Families must pay a portion of this amount (the copay), which depends on the size of the family, income, and other factors. Wisconsin Shares pays the remaining amount (the subsidy) to the child care provider. Participating child care providers may charge more than the maximum reimbursement, but families are liable for all amounts exceeding the subsidy by choosing such providers.

Authorization. DCF authorizes payment for child care based on an assessment of the number of child care hours the parents need to participate in their approved activities and the length of care needed, up to twelve months. Child care eligibility must be reviewed every time a parent reports a change that may affect their eligibility, and at least every twelve months.

Authorizations for child care may be for full-time care (between 35 and 50 hours per week) or part-time care (less than 35 hours per week). Additional time may also be authorized, although a child cannot be authorized for more than 75 hours per week. In general, a child may not receive more than 12 hours of child care per day. Up to 16 hours may be authorized if the parent provides written documentation of work or transportation requirements exceeding 12 hours a day.

Payment and the Electronic Benefit Transfer (EBT) System. The EBT system is intended to make the payment process consistent with the practices commonly used in the market for unsubsidized child care. Instead of paying for care after it is provided, DCF prospectively calculates the subsidy amount based on the projected hours of child care needed by the parent. The subsidy is transferred to an EBT account established on behalf of the parent at the beginning of each payment period (generally at the beginning of each month). Parents are free to transfer funds at any time from the EBT account via telephone, website, or an EBT "swipe" card. The charged amounts are immediately and electronically transferred into the child care provider's bank account.

Parents are responsible for managing the subsidy they receive and are free to decide whether to reserve a slot at a child care provider, purchase hourly child care, or save subsidy amounts for future use as needed.

Maximum Reimbursement Rates. Payments to child care providers are capped at maximum weekly reimbursement rates set by DCF for each county. If care is provided outside the county where the parent resides, the higher of the two county rates applies. As for an out-of-state provider, the rate in the parent's county of residence applies.

Attachment 2 shows the maximum rates in effect as of January 1, 2019. As shown in Attachment 2, separate rates are set based on the child's age. Separate rates are also provided for the different types of child care. By statute, the maximum rate for Level I certified providers cannot exceed 75% of the rate for licensed family child care providers, and the maximum rate for Level II certified providers cannot exceed 50% of the rate for licensed family child care providers.

The maximum hourly rate for licensed providers is the maximum weekly rate divided by 35 hours. For regularly and provisionally certified providers, the maximum hourly rate is 75% and 50% of the licensed family hourly rate, respectively.

Higher rates than the established maximum rates are allowed on a case-by-case basis for children with special needs. Lower rates are provided for part-time child care. Payment rates may also be adjusted for individual child care providers based on the provider's YoungStar rating, which is discussed later in this paper. Further, a child care administrative agency may establish its own rates for child care provided for less than a two-week period, sporadically, or for care of an ill child through negotiations with the child care provider.

Maximum Rate Setting. The current maximum reimbursement rates are a product of a somewhat complicated administrative history. Prior to February, 2006, each county established the maximum child care rates using a market survey of licensed group and licensed family child care providers. The maximum reimbursement rate was set so that at least 75% of the number of slots for children with licensed providers could be purchased at or below the maximum rate.

Effective February 25, 2006, the Department of Workforce Development (DWD), which administrated Wisconsin Shares at the time, modified the methodology of calculating subsidy rates in order to make the program more equitable and efficient across the state. DWD established four rate zones based on the percent of the population in each county living in an urban area: (a) 0-24%; (b) 25-49%; (c) 50-74%; and (d) 75-100%. Each county was placed into one of these four zones based on U.S. census data. Rates were then set to the 75th percentile for each zone (instead of by county) as measured by market surveys. The planned transition to the urban rate zone system was capped such that each county's maximum rate increase or decrease could not exceed 10% from the 2005 rate.

Before the transition to the new system was completed, rates were frozen at the 2006 level due to limited funding and increased costs for the child care subsidy program. Administrative rules and provisions of 2011 Act 32 prohibited DCF from increasing rates before July, 2013. Because market rates continued to rise during this time period, the maximum reimbursement rate fell below the 75th percentile in all four zones.

The rate freeze ended on June 30, 2013, when 2013 Act 20 provided funding to increase the maximum rates. Act 20 also introduced several changes which permit DCF more discretion in setting rates. For example, DCF, rather than counties, now directly determines the rates and state law no longer ties reimbursement rates to specific counties.

The maximum reimbursement rates were adjusted in October, 2013, to bring all county and tribal rates to within 25% of the 75th percentile based on the 2012 market rate survey. The rates were again adjusted in November, 2014, to bring all county rates within 18% of the 75th percentile based on the 2012 market survey.

In October, 2018, DCF increased rates for children under the age of three by 5% statewide and increased all maximum rates for infants to a minimum of $5 per hour. Further, effective January 1, 2019, additional TANF funding was provided under 2017 Wisconsin Act 236 for the purpose of increasing the child care payment rates for child care services. DCF was required to expend $7,250,000 in fiscal year 2018-19, which DCF must distribute as a uniform percentage increase for child care rates in every county.

Market Survey. Attachments 3 and 4 show the average price of child care slots in each county, based on the Department's 2017 Market Survey. Based on the survey results, DCF estimates that the overall maximum reimbursement rates for the state are in the 15th percentile of the market price for child care slots. This means that the 2017 maximum reimbursement rates, before adjusting downward for copays, were sufficiently large enough to pay for the entire cost of 15% of the child care slots available in the statewide survey. Conversely, the 2017 maximum rates did not cover the full costs of 85% of the child care slots in the statewide survey.

Copayment Liability. Families are required to pay a portion of child care costs subsidized under Wisconsin Shares. DCF specifies the minimum or estimated copayment amounts in a schedule based on family size, income level, and other factors. Under federal law, parents cannot be charged a different copayment amount for the type of child care used.

The copayment amounts may be adjusted by DCF to reflect changes in: (a) child care prices or rates; (b) the amount of available child care funding; (c) inflation; (d) the federal poverty levels; and (e) other economic factors that affect the cost of child care, such as a change in demand.

If a proposed change to the schedule would increase copayments by 10% or more, the change must be promulgated by rule. DCF may not issue emergency rules to implement such an adjustment before providing at least one month of advance notice to the public.

Attachment 4 shows the copayment schedule which became effective October 1, 2018. The copayment schedule sets an hourly copayment determined by a family's income and the number of children in care. For example, a single parent having gross income of 100% of the federal poverty level with one child authorized for child care of 80 hours a month and another child authorized for care of 80 hours a month would have a total copayment of $81.60 per month (hourly copay of 51 cents per hour multiplied by 160 hours). The total copayment assessed for each child will not exceed 152 hours per month per child, even if a child attends multiple providers.

There are several exceptions to the copay schedules:

a. State law specifies that an individual who is under the age of 20 and is attending high school or participating in a course of study to obtain a GED may not be liable for more than the minimum copayment amount for the number of children receiving child care.

b. Foster care parents, subsidized guardians, interim caretakers, and kinship care parents who have court-ordered placement of a child are not subject to copay requirements.

c. Kinship care parents who are providing care for a child without a court order are subject to the minimum copayment.

d. Parents who have left a W-2 employment position for an unsubsidized job qualify for the minimum copay for one month.

e. Families with children who receive child care services for 20 hours or less in a week are subject to one half of the usual copay amount.

f. State law prohibits a copayment responsibility for minor teen parents who are Learnfare participants.

Subsidy. The maximum subsidy available to a child care provider under Wisconsin Shares is the lowest of the following: (a) the maximum weekly reimbursement rate; (b) the number of authorized hours of child care provided in a week multiplied by the provider's private rate; or (c) the number of authorized hours of child care provided in a week multiplied by the hourly maximum reimbursement rate.

The child care provider receives the difference between the maximum subsidy amount and the family's copay. In determining a family's subsidy amount, DCF subtracts a portion of the family's copayment from each child's subsidy based on the percentage of total subsidized hours that each child has at each child care provider (up to a maximum of 152 hours).

Families are responsible for paying the copayment directly to the provider and any amounts owed which exceed the amount of the subsidy.

Program Integrity and Penalties. DCF's program integrity unit reviews potential fraud in Wisconsin Shares and suspends payments to suspected fraudulent providers. DCF reports enforcement actions on its website and lists the violations committed by child care providers and any steps the provider has taken to correct the violation.

DCF has also instituted several initiatives to enhance program integrity in Wisconsin Shares, including: (a) monthly "red flag" reports, which highlight indicators that certain child care providers may be participating in fraudulent activity; (b) a child care anti-fraud task force to deal with parents, child care providers, and others who fraudulently receive child care subsidies in

Milwaukee County; (c) new attendance reporting methods for child care providers; (d) a child care fraud reporting hot line and a "report child care fraud" form available on the DCF website; and (e) an internal referral network among all public assistance regulators and licensors/certifiers to identify and report suspected fraud.

Attendance. Child care providers must maintain a written record of the daily hours of attendance of each child for whom a subsidy is provided. This information must be maintained for at least three years after the child's last day of attendance, regardless of whether the child care provider is still receiving or eligible to receive payments under the Wisconsin Shares program.

Penalties. State law enables DCF to recoup payments, withhold payments, and impose forfeitures on a child care provider if the provider submits false, misleading, or irregular information to DCF or fails to comply with the terms of the child care subsidy program. The forfeiture amount ranges from $100 to $10,000, based on the seriousness of the violation and other factors. All suspended providers have the right to appeal suspensions and forfeitures within 30 days of the effective date of the suspension. If a child care providing corporation or limited liability company cannot pay the penalty, personal liability may extend to officers, directors, and employees having sufficient ownership and control of the child care business.

Benefits must be denied to applicants who intentionally violate the rules of the subsidy program for the purpose of establishing or maintaining eligibility, including: (a) six months for the first intentional program violation; (b) one year for the second intentional program violation; and (c) permanently for the third intentional program violation.

A child care provider and a parent are jointly and severally liable for an overpayment if the provider and parent collude to violate the child care subsidy program. Further, state law prohibits a child care provider from using marketing or promotional offerings that personally benefit Wisconsin Shares parents (such as a cash payment). This prevents providers from paying "kickbacks" to parents that effectively split the child care subsidy between the parent and the provider.

Cost-Saving Initiatives. Wisconsin law authorizes DCF to implement a number of cost saving measures for the Wisconsin Shares program to ensure that expenditures for the program do not exceed the amounts budgeted. Using this authority, DCF may: (a) adjust the amount of reimbursement paid to child care providers who provide child care services under Wisconsin Shares; (b) increase the copayment amount that an individual must pay toward the cost of child care received under Wisconsin Shares; (c) implement a waiting list for Wisconsin Shares applicants (but not W-2); and (d) adjust the gross income levels for eligibility for receipt of a child care subsidy under Wisconsin Shares.

Indirect Child Care Services

Child Care Quality and Availability. Federal law requires states to use a portion of federal and state funding sources for child care quality improvements. In addition, funding received under the federal child care and development program is earmarked for certain kinds of activities, including expansion of child care, child care quality improvements, and resource and referral services.

Approximately $15.4 million was expended from the TANF budget in 2017-18 and $15.7 million is budgeted in 2018-19 for programs to improve child care quality and availability. The funding is allocated for the following programs.

Technical Assistance. In 2017-18, DCF expended $523,500 to provide technical assistance to child care providers. In 2018-19, $556,000 is budgeted for this purpose. Funding is provided for: (a) the Registry (a system that documents verified formal and informal education of individuals in the early care and education workforce); (b) the Supporting Families Together Association (SFTA); and (c) other technical and training opportunities.

The Registry provides a credential system for the child care and education profession. The Registry awards certificates for specialized teaching fields and determines an individual's placement into the career levels system based on the individual's education and training.

SFTA and the Wisconsin Early Childhood Association provide YoungStar training, technical assistance, and rating to support child care providers and programs working towards quality enhancement, training on the Wisconsin model early learning standards and the Wisconsin "Pyramid Model" (a multi-level system of supports to enhance social and emotional competence among infants, toddlers and young children), collaboration and quality improvement efforts with the child care resource and referral delivery system for tribal child care needs, and support in tribal and rural areas for family child care programs to improve their YoungStar ratings.

Other technical and training opportunities include accreditation support, professional practices, mentoring and coaching support, and credit for prior learning.

Resource and Referral Agencies. Wisconsin contracts with 10 locally based child care resource and referral agencies to provide the following services: (a) connect parents with child care services and consumer education to make informed choices in selecting child care; (b) provide guidance to parents on child development, early learning, child abuse and neglect prevention, health and wellness, early care and education, and school-readiness; (c) develop professionals who care for and educate children; (d) deliver training and professional development, conferences, on-site consultation, and networking opportunities; (e) design, implement, and evaluate child care quality improvement initiatives; and (f) collect, analyze, and share data about early child care and education. Resource and referral agencies also function as local YoungStar offices.

Expenditures for resource and referral agencies totaled $1.3 million in 2017-18 and are budgeted at $1.3 million in 2018-19.

Child Care Scholarships and Stipends. The teacher education and compensation helps (TEACH) program and the rewarding education with wages and respect for dedication (REWARD) program are designed to address child care staffing shortages and low retention rates. The TEACH program provides scholarships to teachers and child care providers for educational costs directly related to the child care field. The scholarships, which vary in length and amount, cover a portion of books, travel, and the costs of tuition (from three to 18 credits), and provide a raise or a bonus upon completion of a Registry credential. The REWARD program provides stipends to child care providers and teachers, provided that they meet certain requirements for education, employment, and longevity. Stipend amounts are based on the individual's career level in the Registry.

In 2017-18, the TEACH program had 1,035 active scholarship participants and the REWARD program had 1,829 active participants.

TEACH and REWARD program expenditures totaled $4.0 million in 2017-18. In 2018-19, $4.0 million is budgeted for these programs.

Child Care Information Center. The child care information center is a mail-order lending library and information center that serves those who work in the fields of child care and early childhood education. The child care information center provides free information services, library services, and education and training services to help Wisconsin's child care professionals. The information center is administered by the Department of Public Instruction's reference and loan library. Expenditures for the child care information center totaled $46,000 in 2017-18. In 2018-19, $120,000 is budgeted to operate the center.

Other Expenditures. Additional funding includes $160,000 annually for Milwaukee early care administration and $318,100 annually for training contracts. Other funding that may count in part toward the federal requirements for spending on child care quality improvements includes $9.2 million of the total $9.9 million expended in 2017-18 and $9.2 million budgeted in 2018-19 of the total $9.9 million described below for the quality rating and improvement system. The remaining funding for the quality rating and improvement system is part of the budget for child care state administrative costs.

Quality Rating and Improvement System (YoungStar). The Child Care Quality Rating and Improvement System, referred to as YoungStar, evaluates child care providers on a publically searchable five-star scale. YoungStar communicates its ratings to the public and provides training, technical assistance, and certain financial assistance to improve child care quality in Wisconsin.

Administration. STFA administers the YoungStar program locally in 10 offices in six regions. YoungStar expenditures totaled $9.9 million in 2017-18, in 2018-19, $9.9 million is budgeted for the program, to support: (a) quality assurance monitoring ($0.6 million); (b) training and technical assistance ($5.1 million); (c) quality improvement grants, referred to as "micro-grants" ($2.0 million); (d) local administration and start-up grants ($0.3 million); (e) rating services ($1.2 million); and (f) other costs, such as information technology and state staff ($0.7 million). YoungStar ratings of child care providers are shown below in Table 9.

In general, child care providers must participate in YoungStar in order to participate in Wisconsin Shares. However, license-exempt programs, such as those operated by school districts, need not participate in YoungStar to receive payments under the Wisconsin Shares program.

Micro-grants. DCF distributes grants to programs participating in YoungStar that are receiving technical assistance for quality improvement activities. Grant amounts are available in the following amounts: (a) $1,000 for licensed group child care programs; (b) $500 for licensed family child care programs; and (c) $250 for certified family child care programs. Grantees may use these funds to improve the quality of their programs, including continuing education for staff, equipment and materials for children, accreditation materials or fees and facility improvements. Through October, 2018, a total of $13.3 million in micro-grants has been issued under the YoungStar program to 17,097 child care providers. SFTA processes all micro-grants.

Ratings Process. YoungStar assesses child care providers when they apply to be in YoungStar, and every other year thereafter when they renew their YoungStar contract. There is an appeals process for child care providers who disagree with their rating. Ratings are posted on the DCF website.

Technical Consultation and Rating. STFA uses technical consultants to complete on-site ratings and provide consultation services to child care providers. A technical consultant from the regional office will first verify the provider's education and training through the Registry to confirm that the provider could potentially qualify for a higher rating. Then the technical consultant will usually meet with the provider on-site to develop a quality improvement plan. Over the course of 20 weeks, the provider and consultant will monitor progress the provider has made toward the quality improvement goals. Next, the consultant will make and discuss the YoungStar rating with the provider. Afterwards, DCF will post the rating on the YoungStar public child care search website.

Table 9: YoungStar Participation (October, 2018)

Wisconsin Shares Children Authorized by YoungStar Rating

One Star*	Two Star	Three Star	Four Star	Five Star	Total
0	11,031	18,933	3,268	7,804	41,036
(0%)	(26.9%)	(46.1%)	(8.0%)	(19.0%)	(100%)

YoungStar Ratings of Child Care Provider by Regulated Type

	One Star*	Two Star	Three Star	Four Star	Five Star	Total
Licensed Group	6	587	761	129	441	1,924
Licensed Camp	0	43	13	7	3	66
Licensed Family	3	585	353	78	60	1,079
Certified Family	2	316	40	13	2	373
Public School	0	105	55	5	2	167
Total	11	1,636	1,222	232	508	3,609
	(0.3%)	(45.3%)	(33.9%)	(6.4%)	(14.1%)	(100.0%)

*Child care providers who were rated as one star cannot participate in Wisconsin Shares.

If the provider chooses to be rated without technical consultation, the consultant will determine the rating based on documentation supplied by the provider. If a provider chooses to be rated before technical consultation, a consultant will arrange to visit the program to complete a rating within eight weeks of receiving the completed YoungStar contract.

Two different evaluation methods are used. First, child care providers participating in YoungStar may opt for a technical rating to receive either two or three stars. The rating is based on the number of points earned in the following quality indicator categories: (a) education and training of director, provider, and staff; (b) learning environment and curriculum; (c) business and professional practices; and (d) health and wellness.

Second, providers may opt for more intensive formal on-site review in order to receive three, four, or five stars. This rating uses the YoungStar quality indicators, environmental rating scales (which are utilized by quality rating and technical assistance programs to observe classrooms throughout the country), and program administration and business administration scales (which review business practices, professional development, staff benefits and family involvement).

Automated Rating. Child care providers are automatically assigned one star if their licenses or certifications have been revoked, suspended, or denied, or if their payments under Wisconsin Shares have ended due to fraud or suspected fraud. One-star providers cannot receive reimbursement under Wisconsin Shares.

Child care providers that comply with licensing regulations (or which are managed by a school board) may opt out of the technical observation process and automatically receive a two-star rating. Providers often choose to forgo the technical ratings process because they would not meet the educational and training requirements needed to receive a higher rating.

Finally, child care providers may automatically receive a four- or five- star rating through accreditation with certain organizations that DCF has recognized as having equivalent standards as YoungStar.

Tiered Reimbursement. Child care providers receive an adjustment to their reimbursement under Wisconsin Shares based on the number of stars they earn. The rate adjustment applies after the parent copayment.

Under 2017 Act 236, the tiered reimbursement amounts are currently as follows: (a) one-star providers are prohibited from receiving reimbursement under Wisconsin Shares; (b) two-star providers receive a reduction of up to 5% from the base reimbursement rate; (c) three-star providers receive up to the base reimbursement rate; (d) four-star providers receive an increase of up to 15% from the base reimbursement rate; and (e) five-star providers receive an increase of up to 30% from the base reimbursement rate. Beginning October 2018, DCF changed the YoungStar adjustment for two-star programs from -5% to -1%.

Table 10 shows the tiered reimbursements under YoungStar in 2017. As shown in the table, YoungStar adjustment resulted in a net increase in child care subsidy payments of approximately $11.3 million.

Table 10: YoungStar Tiered Reimbursement for 2017

	Authorized Hours	Wisconsin Shares Issuance	YoungStar Adjustment
Not Rated	2,067,229	$7,485,261	$0
1 Star	8,390	335,137	0
2 Stars	17,655,618	49,572,120	-2,824,620
3 Stars	36,804,845	119,247,472	0
4 Stars	4,750,683	14,437,333	1,448,224
5 Stars	14,425,896	52,965,907	12,694,640
Total	75,712,661	$244,043,229	$11,318,244

Child Care Participation

Child care subsidies increased from $127.2 million in 1998-99 to $348.8 million in 2008-09 and decreased to $235.4 million in 2013-14. Since then, expenditures have gradually increased, totaling $256.1 million in 2017-18. These figures do not include expenditures for local administration, on-site child care, and migrant child care. For comparison, the direct child care subsidies expenditures listed in Table 1 include these expenditures.

Table 11 shows the level of growth in the subsidy program by comparing data for 1998-99 through 2017-18. As reflected in Table 12, until 2008-09, growth was due primarily to the increase in child care caseloads, although the average family subsidy amount had also increased. Program growth declined beginning in 2009-10 due to several factors, including initiatives to detect and prevent fraudulent activity, the economic downturn in 2008 and 2009, and a decline in the number of families receiving subsidies through Wisconsin Shares. DCF also reduced reimbursements to licensed family child care providers by paying for actual attendance of children, rather than the number of hours authorized for care. Growth in subsidies resumed in 2014-15 after the maximum reimbursement rates were increased in October, 2013, November, 2014.

Table 11 also shows that the average number of participating children and families grew every year until 2009-10, and has declined in every year since.

Other Related Programs

Kinship Care

TANF funds are budgeted to support monthly payments to certain qualifying individuals who care for relative children. In 2019, a qualifying caregiver receives $244 per month per child as a "kinship care" payment. In addition, a relative who has been appointed as a guardian of a child may be eligible to receive "long-term kinship care payments." The monthly payment amounts for kinship care and long-term kinship care are the same.

In counties and tribes other than Milwaukee County, relative caregivers receive these

Table 11: Child Care Subsidy Growth

Fiscal Year	Average Monthly Subsidies	Percent Growth	Average Number of Children	Percent Growth	Average Number of Families	Percent Growth	Average Subsidy per Family	Percent Growth
1998-99*	$10,597,636		26,763		15,412		$688	
1999-00	13,006,963	22.7%	31,486	17.6%	17,750	15.2%	733	6.6%
2000-01	18,181,669	39.8	39,520	25.5	22,435	26.4	810	10.6
2001-02	20,875,288	14.8	44,985	13.8	25,769	14.9	810	0.0
2002-03	22,487,129	7.7	48,584	8.0	27,897	8.3	806	-0.5
2003-04	23,485,024	4.4	51,328	5.6	29,496	5.7	796	-1.2
2004-05	24,527,416	4.4	52,341	2.0	30,166	2.3	813	2.1
2005-06	25,625,124	4.5	54,191	3.5	31,006	2.8	826	1.6
2006-07	26,659,373	4.0	56,566	4.4	32,199	3.8	828	0.2
2007-08	27,824,584	4.4	58,379	3.2	32,820	1.9	848	2.4
2008-09	29,069,562	4.5	59,730	2.3	33,436	1.9	869	2.5
2009-10	26,319,216	-9.5	56,720	-5.0	32,443	-3.0	811	-6.7
2010-11	23,044,945	-12.4	54,055	-4.7	31,748	-2.1	726	-10.5
2011-12	22,571,848	-2.1	52,812	-2.3	31,501	-0.8	717	-1.3
2012-13	20,025,151	-11.3	49,147	-6.9	29,518	-6.3	678	-5.3
2013-14	19,615,076	-2.0	46,601	-5.2	27,867	-5.6	704	3.8
2014-15	19,781,256	0.8	46,131	-1.0	27,357	-1.8	723	2.7
2015-16	19,993,320	1.1	45,145	-2.1	26,476	-3.2	755	4.4
2016-17	20,824,775	4.2	42,065	-6.8	24,638	-6.9	845	11.9
2017-18	21,342,649	2.5	37,364	-11.2	21,580	-12.4	989	17.0
Total Growth		101.4%		39.6%		40.0%		43.8%

*First full year for which data is available. The program began in 1997-98.
** Does not include amounts paid by parents nor expenditures for local administration or child care contracts for migrants and job centers.

payments from the county or tribe, while caregivers in Milwaukee County receive these payments from DCF, which administers child welfare services in that county. Each calendar year, DCF allocates funding to counties to support the estimated costs of making these payments.

The state has implemented a foster care licensing system, which is based on the level of care each child needs. As a part of this initiative, DCF has increased efforts to license kinship care relatives as foster parents, which enables the state to claim federal funds for foster care maintenance payments under Title IV-E of the Social Security Act. If a child is placed in the home of a kinship care relative under a court order, the relative is required to apply for a foster home license.

The kinship care program is not administered as a statewide benefits program with a single budget. For this reason, although total funding budgeted for the program on a statewide basis may be sufficient to support all kinship care benefits costs, individual counties and tribes may have surpluses and shortfalls in their kinship care budgets when their actual caseloads do not correspond with the initial funding allocations they receive from DCF. DCF makes adjustments to the initial calendar year county allocations, based on caseload information the agency receives from counties. By rule, DCF, counties, and tribes may place eligible caregivers on waiting lists to receive kinship care benefits if the amount of funding allocated for these payments is insufficient to support caseloads. However, individuals who care for children under a court order may not be placed on waiting lists to receive these payments.

The Legislative Fiscal Bureau informational paper entitled, "Child Welfare Services in Wisconsin" provides additional information regarding the kinship care program.

SSI Caretaker Supplement

The supplemental security income (SSI) program provides cash benefits to individuals and couples with low income and limited resources who are elderly, blind, or disabled. SSI recipients with dependent children receive a "caretaker supplement" payment, in addition to state and federal SSI benefits. Eligible individuals and families with one child receive a supplement of $250 per month, while eligible individuals and families with more than one child receive a supplement of $250 per month for the first child and $150 per month for each additional child. TANF funding transferred from DCF to DHS supports SSI caretaker supplement payments.

For additional information on this program, see Legislative Fiscal Bureau informational paper entitled, "Supplemental Security Income."

Emergency Assistance

The emergency assistance program provides assistance to needy families with children in cases of fire, flood, natural disaster, energy crisis, homelessness, or impending homelessness. Benefits are in the form of cash, voucher, or vendor payment. W-2 agencies administer the emergency assistance program at the local level. Table 12 provides information on program costs, by type of emergency, for 2017-18.

Eligibility for emergency assistance requires the applicant to meet financial and non-financial criteria. The non-financial eligibility criteria are as follows: (a) the emergency resulted from a fire, flood, natural disaster, energy crisis, homelessness, or impending homelessness; (b) the child's caretaker must not have received emergency assistance within the previous 12 months; (c) the family must be living and intending to reside in Wisconsin; (d) all family members must be U.S. citizens or qualifying aliens; (e) the child was living with a qualified caretaker within six months prior to the application; and (f) assistance is needed to avoid destitution of the child, or to provide living arrangements and the need is not due to the caretaker refusing to accept employment or training without good cause.

A family is considered homeless or facing impending homelessness if: (a) the family has left or must leave its current housing because it is uninhabitable; (b) the family is experiencing a financial crisis that makes it difficult to make a rent, mortgage, or property tax payment and the family has been notified that it will be required to leave if the payment is not made immediately; (c) the family

Table 12: Statewide Emergency Assistance by Type (2017-18)

	Recipients	Amount
Energy Crisis	587	$280,635
Fire	34	18,716
Flood	0	0
Natural Disaster	9	4,561
Homelessness (Domestic Abuse)	221	119,421
Homelessness (No housing)	1,030	553,780
Homelessness (Temporary housing)	1,850	998,037
Homelessness (Uninhabitable)	13	7,330
Impending Homelessness (Domestic Abuse)	141	73,969
Impending Homelessness (Financial Crisis and Notice to Terminate Tenancy)	5,064	2,692,794
Impending Homelessness (Renters-Foreclosure)	27	15,115
Impending Homelessness (Uninhabitable Housing)	15	8,572
Total	8,991	$4,772,930

has a current shelter that is designed for temporary accommodations such as a motel, hotel, or other shelter facility; (d) a member of the family was a victim of domestic abuse; (e) the family is without a fixed, regular, and adequate night-time residence; (f) the family is living in a place that is not designed for, or ordinarily used as, a regular sleeping accommodation; or (g) the family has received written or oral notice that they will be removed from their rental housing because of a foreclosure action against the owner.

To be eligible for assistance due to an energy crisis, the family must: (a) have exhausted resources available through the Wisconsin home energy assistance program; (b) need assistance to obtain or maintain heat, electricity, water, or sewer service provided by a utility company; (c) have, or be likely to have an immediate threat to their health or safety due to the lack of the utility service; and (d) have an energy crisis due to reasons beyond the control of all adult members or the reasons constitute good cause, as determined by the W-2 agency.

In order to be eligible for emergency assistance, a family must have: (a) gross income at or below 115% of the federal poverty level ($23,897 for a family of three in 2018); and (b) assets at or below $2,500 in combined equity value, excluding vehicles with an equity value of up to $10,000 and one home. Gross income is measured similar to W-2, but excludes kinship care and foster care payments.

The actual payment amount a family receives for emergencies other than an energy crisis is calculated as the lower of the following two amounts: (a) the maximum payment amount per group member multiplied by the number of members in the group; or (b) the total financial need.

For these cases, the maximum payment amount per group member is as follows: (1) $258 per group member when the group is two members; (2) $172 per group member when the group is three members; (3) $129 per group member when the group is four or five members; and (4) $110 per group member when the group is six or more members.

The payment for energy crisis is the maximum payment amount for the group ($500) or the amount needed to obtain or maintain essential utility service, whichever is lower.

Financial need due to impending homelessness is the unpaid rent and related late fees and court costs. The financial need due to homelessness is the first month's rent, security deposit, and necessary household items. Financial need due to fire, flood, or natural disaster is the total need from all of the following: (a) temporary housing; (b) first month's rent and security deposit; (c) clothing; (d) food; (e) medical care; (f) transportation; (g) necessary appliances and household items; and (h) necessary home repairs.

Emergency assistance payments can only be used for temporary or transitional shelter in cases where the need arises out of a fire, flood, or natural disaster. Recipients who are homeless or facing impending homelessness may only use assistance to obtain or retain permanent living accommodations. W-2 agencies are also required to determine the emergency assistance group's social service needs and make appropriate referrals for services such as counseling, family shelter, and child care funding.

W-2 agencies must determine eligibility for emergency assistance within five working days. If the group is found eligible, assistance must be provided within the same five working days.

An individual may petition the W-2 agency for a review within 45 days of the agency's action if the W-2 agency: (a) does not act on the application promptly; (b) partially or wholly denies the application; (c) modifies or cancels the award; or (d) awards an amount that is insufficient. The individual may request that DCF review the W-2 agency's decision within 14 days of the decision.

Grant Programs

Table 1 lists several grant programs that provide services to families with low income and limited resources. The table identifies the amounts budgeted for these programs in each year of the 2017-19 biennium, and actual expenditures in 2017-18. In 2018-19, a total of $4.2 million is budgeted for these programs, each of which is described below.

Boys and Girls Clubs. These grants support programs that improve social, academic, and employment skills for youth. 2017 Act 59 increased funding for the program by $100,000 annually, from $1,175,000 to $1,275,000 per year, and specified that the additional funding be used to support, in equal amounts, the BE Great: graduate programs administered by the Boys and Girls Clubs of America in the cities of Milwaukee, Oshkosh and Appleton. The three Boys and Girls Clubs are required to match the state grant amounts.

Previously enacted legislation that directs DCF to provide up to $75,000 annually to the Green Bay Boys and Girls Clubs of America for the Be Great: graduate program remains in effect.

Wisconsin Community Services. This funding supports training for workshop facilitators to provide services for TANF-eligible individuals in the City of Milwaukee.

Fostering Futures - Connections Count. The Fostering Futures - Connections Count pilot program assists low-income families with young children under the age of five by connecting them to formal and informal support programs and services. The program operates in Milwaukee and Manitowoc counties. In 2018-19, base funding of $360,300 was increased by $200,000 to support the development and implementation of a trauma-informed training curriculum.

High School Equivalency and General Education Development (GED) Test Assistance. Funding is budgeted to support GED test preparation for TANF-eligible individuals. In the 2017-19 biennium, DCF combined the GED services funding with the adult literacy grant to Wisconsin Literacy, Inc., as the services are closely related. The combined contract runs through June 30, 2019, with a potential two-year renewal.

Adult Literacy Grants. DCF is budgeted funding to support literacy training to TANF-eligible adults with low literacy or limited English proficiency skills. Grant recipients coordinate with W-2 agencies. DCF has contracted with Wisconsin Literacy, Inc. to provide these services through 2018-19.

Legal Services for Low-Income Families. DCF is budgeted funding to support the Wisconsin Trust Account Foundation (WisTAF), a non-profit organization established by the Wisconsin Supreme Court. The grants may not be used for litigation against the state and may only be used to support specific civil legal services (related to domestic abuse, sexual abuse, or restraining orders for certain at-risk elderly and disabled individuals) for otherwise TANF-eligible individuals with incomes of less than 200% of the federal poverty level.

Homeless Case Management Services. Act 59 created a program to provide intensive case management services to homeless families. The act provided $500,000 annually, beginning in 2017-18, for the Department of Administration to distribute ten grants of up to $50,000 each, to shelter facilities that provide intensive case management services, including financial management services, employment-related services, school continuation, and services to enroll unemployed or underemployed parents in W-2 or the FoodShare employment and training programs.

No funding was expended for this grant program in 2017-18. For this reason, DCF requested, and DOA approved, a reallocation of funding so that $1.0 million is budgeted for the program in 2018-19.

Families and Schools Together (FAST). Act 59 provided $250,000 annually in TANF funds to support the FAST program in five Milwaukee elementary schools, which are selected by DCF in collaboration with Milwaukee public schools. FAST is a prevention/early intervention program that connects schools, families and communities. FAST provides two separate programs for elementary school-aged children (Kids FAST) and for children under the age of three (FAST for Infants & Toddlers). In both programs, parents participate in monthly group meetings over a period of eight weeks to enhance family functioning, strengthen infant or scholastic development, and prevent substance abuse and delinquency. Upon completion of a FAST program, parents are transitioned into FAST Works, a parent-led sustainability program that assists and encourages family members to maintain connections with each other over the next several years.

Offender Reentry Demonstration Project. Act 59 provided $187,500 in 2017-18 and $250,000 in 2018-19 in TANF funds to support a portion of a five-year offender reentry demonstration program to aid the successful community transition out of incarceration by noncustodial fathers in certain City of Milwaukee. DCF is required to conduct an evaluation of the demonstration project by June 30, 2023.

Innovative Prevention Services. 2017 Act 254 provided $500,000 annually, beginning in 2017-18, for DCF to award grants to counties, nonprofit organizations, and tribes to fund child-abuse and neglect prevention services. DCF is required to award the grants with the purpose of encouraging innovative practices aimed at reducing the contact that families may have with the child welfare system and preventing the removal of children from their homes. Grant applicants must provide matching funds toward proposed projects and services equal to 9.89 percent of the grant amount. No funding was expended for this grant program in 2017-18.

Substance Abuse Prevention. 2017 Act 261 provided $500,000 annually, beginning in 2018-19, for DCF to administer as grants to provide evidence-based programs and practices for substance abuse prevention to at-risk youth and their families under the Brighter Futures initiative. The Brighter Futures initiative is a statewide program administered by DCF to prevent and reduce youth violence and other delinquent behavior, youth alcohol and other drug use and abuse, child abuse and neglect, and non-marital pregnancy. The target population is youth between the ages of 12 and 21, in or at risk of entering the child welfare system.

DCF may award grants statewide to programs operated by counties and tribes. In Milwaukee County, DCF may award grants to applying public agencies and nonprofit corporations. DCF may not award a grant in a county where an evidence-based substance abuse prevention program provided services in the preceding fiscal year, unless those services were previously funded by a Brighter Futures grant.

Expenditures for Other Programs

Child Welfare Safety Services. Safety services are available to families in Milwaukee County, 42 other counties, and one tribe where abuse or neglect issues have been identified, but the child protective services agency has determined that the child can remain at home safely. These services may include: (a) supervision, observation, basic parenting assistance, social and emotional support, and basic home management; (b) child care; (c) routine and emergency drug and alcohol screening and treatment services; (d) family crisis counseling; (e) routine and emergency mental health services; (f) respite care; (g) housing assistance; and (h) transportation. Families receive services that are appropriate to their specific situations based on the safety plan.

Child Abuse Prevention Services. A total of $5.3 million in 2017-18 and $6.1 million in 2018-19 funds statewide child abuse prevention services. In Milwaukee, DCF provides TANF funds for the La Causa Nursery and Parental Respite Center through the Brighter Future initiative, which generally focuses on adolescent pregnancy prevention, and contracts with the Milwaukee Health Department to support Empowering Families of Milwaukee, a home-visiting program for pregnant women and their families, and families with infants and toddlers.

Earned Income Tax Credit (EITC). The federal TANF regulations allow states to use TANF funds to support the refundable portion of state earned income tax credits. In total, the EITC cost $97.1 million in 2017-18. Of this amount, TANF funded $69.7 million. The remaining portion of the credit is paid by GPR.

Community Aids and Children and Family Aids. Under federal law, states may transfer up to 10% of their TANF block grant funds to carry out programs under the social services block grant (SSBG). Wisconsin's transfers have varied between 4.25% and 10% of the state's TANF block grant. These TANF funds are distributed to counties through the community aids and children and family aids programs. In 2017-18, $14.7 million (4.7% of the state's TANF block grant) was budgeted to fund community aids and children and family aids.

ATTACHMENT 1

2018 W-2 Agency Contract Amounts

Agency	Ross Innovative Employment Solutions Corp.	UMOS, Inc.	Workforce Connections, Inc.	Workforce Resource, Inc.	America Works of Wisconsin, Inc.	Forward Service Corporation	Maximums Human Services, Inc.	ResCare Workforce Services	Total
Maximum Capitated Amount	$2,775,054	$2,315,594	$309,866	$697,000	$2,402,605	$3,632,196	$1,710,558	$1,357,128	$15,200,001
Performance Outcome Payments	$3,406,781	$2,644,790	$411,198	$946,099	$2,880,800	$4,480,194	$1,969,037	$1,643,289	$18,382,188
Job Attainment	1,380,740	994,250	191,100	425,600	1,080,000	1,726,898	899,693	733,125	7,431,406
Vocational Training Job Attainment	75,000	48,000	7,500	15,750	141,000	79,500	36,000	29,250	432,000
Long-Term Participant Job Attainment	203,280	171,850	15,000	26,952	187,500	263,680	17,994	29,050	915,306
Partial Job Attainment	59,800	84,150	10,005	31,716	101,250	80,466	8,997	38,775	415,159
Job Retention	1,330,080	1,039,520	150,183	341,037	1,006,950	1,752,750	782,733	646,325	7,049,578
SSI/SSDI Attainment	35,991	46,500	15,600	28,824	35,910	56,330	53,970	22,274	295,399
Emergency Assistance: Timely Processing of Applications	259,490	208,320	14,910	60,620	274,190	438,970	131,250	113,890	1,501,640
Non-Custodial Parents Served	62,400	52,200	6,900	15,600	54,000	81,600	38,400	30,600	$341,700
Incentive Payments	$2,004,577	$1,869,736	$200,538	$490,241	$1,804,114	$2,602,615	$1,366,140	$1,032,268	$11,370,229
WPR Numerator Payment	432,300	357,500	29,300	99,400	379,900	436,600	279,000	206,300	2,220,300
WPR Numerator Payment: W2T	312,500	339,500	28,000	56,000	328,000	425,500	274,000	194,500	1,958,000
WPR Numerator Payment: Two-Parent	11,000	131,200	3,800	21,000	15,000	106,000	43,800	20,800	352,600
Work Participation Payments: All Families Incentive (Total/Quarterly)	153,252	127,811	17,113	38,516	132,689	200,590	94,415	74,943	839,329
Education and Vocational Training	365,175	304,575	40,775	91,775	316,175	477,975	224,975	178,575	2,000,000
W-2 T Engagement	730,350	609,150	81,550	183,550	632,350	955,950	449,950	357,150	4,000,000
Cost Reimbursement	$2,315,329	$1,237,562	$108,871	$345,487	$1,466,786	$3,090,041	$1,280,159	$828,870	$10,673,107
Total Contract Amount	$10,501,741	$8,067,682	$1,030,473	$2,478,827	$8,554,304	$13,805,047	$6,325,894	$4,861,555	$55,625,525

ATTACHMENT 2

Maximum Child Care Reimbursement Rates, Effective January 1, 2019

	Licensed Group								Licensed Family								Regularly Certified				Provisionally Certified			
	0 - 2		2 - 3		4 - 5		6+		0 - 2		2 - 3		4 - 5		6+		0 - 2	2 - 3	4 - 5	6+	0 - 2	2 - 3	4 - 5	6+
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
Counties																								
Adams	5.25	798.97	3.47	528.08	3.30	502.21	3.15	479.39	5.25	798.97	3.75	570.70	3.57	543.30	3.15	479.39	3.94	2.82	2.68	2.37	2.63	1.88	1.79	1.58
Ashland	5.25	798.97	4.57	695.49	3.96	602.66	3.90	593.52	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Barron	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Bayfield	5.25	798.97	3.94	599.61	3.61	549.39	3.48	529.61	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Brown	6.53	993.77	5.37	817.24	4.48	681.79	4.45	677.23	5.25	798.97	4.16	633.09	3.82	581.35	3.69	561.57	3.94	3.12	2.87	2.78	2.63	2.08	1.92	1.85
Buffalo	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Burnett	5.25	798.97	3.97	604.18	3.78	575.26	3.78	575.26	5.25	798.97	3.75	570.70	3.46	526.56	3.46	526.56	3.94	2.82	2.60	2.60	2.63	1.88	1.74	1.74
Calumet	5.74	873.54	5.20	791.36	4.59	698.53	4.32	657.44	5.25	798.97	4.54	690.95	4.32	657.44	3.90	593.52	3.94	3.41	3.25	2.93	2.63	2.27	2.17	1.96
Chippewa	5.25	798.97	4.82	733.53	4.48	681.79	4.06	617.87	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	3.94	2.97	2.71	2.71	2.63	1.98	1.81	1.81
Clark	5.25	798.97	3.69	561.57	3.51	534.17	3.51	534.17	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Columbia	5.34	812.67	4.93	750.27	4.20	639.18	3.90	593.52	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	3.94	2.97	2.71	2.71	2.63	1.98	1.81	1.81
Crawford	5.42	824.84	5.04	767.01	4.17	634.61	3.82	581.35	5.25	798.97	3.64	553.96	3.46	526.56	3.46	526.56	3.94	2.73	2.60	2.60	2.63	1.82	1.74	1.74
Dane	7.88	1,199.22	6.97	1,060.73	5.79	881.15	5.43	826.37	6.47	987.64	6.08	925.29	5.56	846.15	4.93	750.27	4.86	4.56	4.17	3.70	3.24	3.05	2.79	2.47
Dodge	5.25	798.97	5.20	791.36	4.30	654.40	4.30	654.40	5.25	798.97	3.94	599.61	3.67	558.52	3.67	558.52	3.94	2.97	2.76	2.76	2.63	1.98	1.84	1.84
Door	5.25	798.97	4.79	728.97	4.32	657.44	4.20	639.18	5.25	798.97	3.94	599.61	3.69	561.57	3.69	561.57	3.94	2.97	2.78	2.78	2.63	1.98	1.85	1.85
Douglas	5.25	798.97	4.96	754.84	4.24	645.27	3.96	602.66	5.25	798.97	4.27	649.83	4.06	617.87	3.90	593.52	3.94	3.20	3.05	2.93	2.63	2.14	2.03	1.96
Dunn	5.25	798.97	4.57	695.49	4.14	630.05	3.69	561.57	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	3.94	2.97	2.71	2.71	2.63	1.98	1.81	1.81
Eau Claire	5.81	884.20	5.42	824.84	4.74	721.36	4.48	681.79	5.25	798.97	4.71	716.79	4.48	681.79	4.48	681.79	3.94	3.53	3.36	3.36	2.63	2.36	2.24	2.24
Florence	5.25	798.97	4.82	733.53	4.06	617.87	3.78	575.26	5.25	798.97	4.82	733.53	3.51	534.17	3.51	534.17	3.94	3.63	2.64	2.64	2.63	2.42	1.76	1.76
Fond du Lac	5.40	821.80	4.82	733.53	4.14	630.05	4.11	625.48	5.25	798.97	4.02	611.79	3.82	581.35	3.82	581.35	3.94	3.01	2.87	2.87	2.63	2.01	1.92	1.92
Forest	5.25	798.97	4.27	649.83	4.06	617.87	3.40	517.43	5.25	798.97	4.27	649.83	4.06	617.87	3.40	517.43	3.94	3.20	3.05	2.56	2.63	2.14	2.03	1.71
Grant	5.25	798.97	4.76	724.40	4.53	689.40	4.53	689.40	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Green	5.40	821.80	4.76	724.40	4.53	689.40	4.53	689.40	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	3.94	2.97	2.71	2.71	2.63	1.98	1.81	1.81
Green Lake	5.25	798.97	4.57	695.49	4.17	634.61	4.17	634.61	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	3.94	2.97	2.71	2.71	2.63	1.98	1.81	1.81
Iowa	5.25	798.97	4.41	671.14	3.61	549.39	3.46	526.56	5.25	798.97	3.64	553.96	3.46	526.56	3.46	526.56	3.94	2.73	2.60	2.60	2.63	1.82	1.74	1.74
Iron	5.25	798.97	3.94	599.61	3.72	566.13	3.72	566.13	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	3.94	2.97	2.71	2.71	2.63	1.98	1.81	1.81
Jackson	5.25	798.97	3.69	561.57	3.51	534.17	3.51	534.17	5.25	798.97	3.47	528.08	3.22	490.04	2.98	453.51	3.94	2.61	2.42	2.24	2.63	1.74	1.61	1.50
Jefferson	5.74	873.54	4.86	739.62	4.11	625.48	4.11	625.48	5.25	798.97	4.27	649.83	4.06	617.87	3.90	593.52	3.94	3.20	3.05	2.93	2.63	2.14	2.03	1.96
Juneau	5.25	798.97	5.08	773.10	4.83	735.06	4.83	735.06	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Kenosha	7.00	1,065.30	6.30	958.77	5.29	805.06	5.14	482.23	6.00	913.11	5.52	840.06	4.95	753.32	4.66	709.18	4.50	4.14	3.72	3.50	3.01	2.77	2.48	2.34
Kewaunee	5.25	798.97	3.94	599.61	3.61	549.39	3.46	526.56	5.25	798.97	3.57	543.30	3.40	517.43	3.40	517.43	3.94	2.68	2.56	2.56	2.63	1.79	1.71	1.71
La Crosse	5.40	821.80	4.52	687.88	4.30	654.40	4.24	645.27	5.25	798.97	4.16	633.09	3.82	581.35	3.48	529.61	3.94	3.12	2.87	2.62	2.63	2.08	1.92	1.75
Lafayette	5.25	798.97	4.76	724.40	4.53	689.40	4.53	689.40	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Langlade	5.25	798.97	4.57	695.49	4.20	639.18	3.90	593.52	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	3.94	2.97	2.71	2.71	2.63	1.98	1.81	1.81
Lincoln	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	3.94	2.97	2.71	2.71	2.63	1.98	1.81	1.81
Manitowoc	5.25	798.97	4.71	716.79	4.48	681.79	4.35	662.01	5.25	798.97	4.27	649.83	4.06	617.87	3.90	593.52	3.94	3.20	3.05	2.93	2.63	2.14	2.03	1.96
Marathon	5.96	907.02	5.20	791.36	4.59	698.53	4.48	681.79	5.25	798.97	4.27	649.83	4.06	617.87	3.90	593.52	3.94	3.20	3.05	2.93	2.63	2.14	2.03	1.96
Marinette	5.25	798.97	3.83	582.57	3.64	553.96	3.64	553.96	5.25	798.97	3.66	557.00	3.48	529.61	2.62	529.61	3.94	2.75	2.62	2.62	2.63	1.83	1.75	1.75
Marquette	5.25	798.97	4.57	695.49	4.35	662.01	4.35	662.01	5.25	798.97	3.86	587.44	3.67	558.52	3.67	558.52	3.94	2.89	2.76	2.76	2.63	1.94	1.84	1.84
Milwaukee	7.76	1,180.96	6.95	1,057.69	5.75	873.54	5.37	817.24	6.00	913.11	5.59	850.72	4.95	753.32	4.66	709.18	4.50	4.19	3.72	3.50	3.01	2.80	2.48	2.34

	Licensed Group								Licensed Family								Regularly Certified				Provisionally Certified			
	0 - 2		2 - 3		4 - 5		6+		0 - 2		2 - 3		4 - 5		6+		0 - 2	2 - 3	4 - 5	6+	0 - 2	2 - 3	4 - 5	6+
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
Counties (continued)																								
Monroe	5.25	798.97	4.16	633.09	3.61	549.39	3.48	529.61	5.25	798.97	3.66	557.00	3.48	529.61	3.30	502.21	3.94	2.75	2.62	2.48	2.63	1.83	1.75	1.65
Oconto	5.25	798.97	3.94	599.61	3.61	549.39	3.46	526.56	5.25	798.97	3.50	532.65	3.30	502.21	3.30	502.21	3.94	2.63	2.48	2.48	2.63	1.76	1.65	1.65
Oneida	5.25	798.97	4.35	662.01	3.64	553.96	3.64	553.90	5.25	798.97	3.66	557.00	3.48	529.61	3.48	529.61	3.94	2.75	2.62	2.62	2.63	1.83	1.75	1.75
Outagamie	6.00	913.11	5.49	835.50	4.72	718.32	4.66	709.18	5.25	798.97	4.30	654.40	4.06	617.87	3.90	593.52	3.94	3.23	3.05	2.93	2.63	2.16	2.03	1.96
Ozaukee	6.88	1,047.03	6.47	984.64	5.43	826.37	4.83	735.06	5.25	798.97	4.82	733.53	4.48	681.79	4.48	681.79	3.94	3.63	3.36	3.36	2.63	2.42	2.24	2.24
Pepin	5.25	798.97	3.80	578.31	3.61	549.39	3.46	526.56	5.25	798.97	3.88	590.48	3.69	561.57	3.30	502.21	3.94	2.91	2.78	2.48	2.63	1.95	1.85	1.65
Pierce	5.37	817.24	5.04	767.01	4.20	639.18	3.90	593.52	5.25	798.97	3.94	599.61	3.61	549.39	3.61	549.39	3.94	2.97	2.71	2.71	2.63	1.98	1.81	1.81
Polk	5.25	798.97	3.94	599.61	3.61	549.39	3.46	526.56	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Portage	5.96	907.02	5.20	791.36	4.59	698.53	4.35	662.01	5.25	798.97	4.30	654.40	4.09	622.44	4.09	622.44	3.94	3.23	3.07	3.07	2.63	2.16	2.05	2.05
Price	5.25	798.97	3.94	599.61	3.30	502.21	3.30	502.21	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Racine	6.78	1,031.82	5.90	897.89	5.11	777.67	4.90	745.71	5.74	873.54	5.52	840.06	4.95	753.32	4.66	709.18	4.31	4.14	3.72	3.50	2.87	2.77	2.48	2.34
Richland	5.25	798.97	4.76	724.40	4.53	689.40	4.53	689.40	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Rock	6.08	925.29	5.45	829.41	5.14	782.23	4.62	703.10	5.25	798.97	4.71	716.79	4.48	681.79	4.48	681.79	3.94	3.53	3.36	3.36	2.63	2.36	2.24	2.24
Rusk	5.25	798.97	3.66	557.00	3.48	529.61	3.30	502.21	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Sauk	5.56	846.15	4.54	690.92	4.30	654.40	3.90	593.52	5.25	798.97	4.30	654.40	4.06	617.87	3.90	593.52	3.94	3.23	3.05	2.93	2.63	2.16	2.03	1.96
Sawyer	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Shawano	5.25	798.97	3.94	599.61	3.61	549.39	3.46	526.56	5.25	798.97	3.50	532.65	3.30	502.21	3.30	502.21	3.94	2.63	2.48	2.48	2.63	1.76	1.65	1.65
Sheboygan	5.96	907.02	5.20	791.36	4.35	662.01	4.35	662.01	5.25	798.97	4.27	649.83	4.06	617.87	3.90	593.52	3.94	3.20	3.05	2.93	2.63	2.14	2.03	1.96
St Croix	5.71	868.98	5.34	812.67	4.69	713.75	4.24	645.27	5.25	798.97	3.97	604.18	3.67	558.52	3.67	558.52	3.94	2.99	2.76	2.76	2.63	1.99	1.84	1.84
Taylor	5.25	798.97	4.16	633.09	3.96	602.66	3.96	602.66	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Trempealeau	5.25	798.97	3.83	582.87	3.61	549.39	3.46	526.56	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Vernon	5.25	798.97	3.72	566.13	3.48	529.61	3.48	529.61	5.25	798.97	3.50	532.65	3.33	506.78	3.33	506.78	3.94	2.63	2.50	2.50	2.63	1.76	1.67	1.67
Vilas	5.67	862.89	4.16	633.09	3.57	543.30	3.57	543.30	5.25	798.97	3.53	537.22	3.33	506.78	3.33	506.78	3.94	2.65	2.50	2.50	2.63	1.77	1.67	1.67
Walworth	5.56	846.15	4.86	739.62	4.17	634.61	4.14	630.05	5.25	798.97	4.41	671.14	4.06	617.87	3.90	593.52	3.94	3.31	3.05	2.93	2.63	2.21	2.03	1.96
Washburn	5.25	798.97	3.94	599.61	3.61	549.39	3.30	502.21	5.25	798.97	3.57	543.30	3.30	502.21	3.30	502.21	3.94	2.68	2.48	2.48	2.63	1.79	1.65	1.65
Washington	6.34	964.85	5.20	791.36	4.80	730.49	4.35	662.01	5.25	798.97	4.27	649.83	4.06	617.87	3.90	593.52	3.94	3.20	3.05	2.93	2.63	2.14	2.03	1.96
Waukesha	7.39	1,124.65	6.47	984.64	5.56	846.15	5.37	517.24	6.37	969.42	5.52	840.06	4.95	753.32	4.66	709.18	4.78	4.14	3.72	3.50	3.19	2.77	2.48	2.34
Waupaca	5.25	798.97	4.68	712.23	3.96	602.66	3.96	602.66	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Waushara	5.25	798.97	3.94	599.61	3.61	549.39	3.46	526.56	5.25	798.97	3.53	537.22	3.36	511.34	3.30	502.21	3.94	2.65	2.52	2.48	2.63	1.77	1.68	1.65
Winnebago	7.13	1,085.08	5.81	884.20	5.11	777.67	4.80	730.49	5.25	798.97	4.71	716.79	4.30	654.40	4.30	654.40	3.94	3.53	3.23	3.23	2.63	2.36	2.16	2.16
Wood	5.25	798.97	4.64	706.14	4.41	671.14	4.41	671.14	5.25	798.97	4.10	623.96	3.82	581.35	3.82	581.35	3.94	3.08	2.87	2.87	2.63	2.05	1.92	1.92
Menominee	5.25	798.97	3.94	599.61	3.61	549.39	3.46	526.56	5.25	798.97	3.57	543.30	3.30	502.21	3.30	502.21	3.94	2.68	2.48	2.48	2.63	1.79	1.65	1.65
Tribes*																								
Red Cliff	5.25	798.97	3.94	599.61	3.61	549.39	3.48	529.61	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Stockbridge-Munsee	5.25	798.97	3.94	599.61	3.61	549.39	3.46	526.56	5.25	798.97	3.50	532.65	3.30	502.21	3.30	502.21	3.94	2.63	2.48	2.48	2.63	1.76	1.65	1.65
Potawatomi	5.25	798.97	4.27	649.83	4.06	617.87	3.40	517.43	5.25	798.97	4.27	649.83	4.06	617.87	3.40	517.43	3.94	3.20	3.05	2.56	2.63	2.14	2.03	1.71
Lac du Flambeau	5.67	862.89	4.16	633.09	3.57	543.30	3.57	543.30	5.25	798.97	3.53	537.22	3.33	506.78	3.33	506.78	3.94	2.65	2.50	2.50	2.63	1.77	1.67	1.67
Bad River	5.25	798.97	4.57	695.49	3.96	602.66	3.90	593.52	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Sokaogon	5.25	798.97	4.27	649.83	4.06	617.87	3.40	517.43	5.25	798.97	4.27	649.83	4.06	617.87	3.40	517.43	3.94	3.20	3.05	2.56	2.63	2.14	2.03	1.71
Oneida Nation	6.56	993.77	5.37	817.24	4.48	681.79	4.45	677.23	5.25	798.97	4.16	633.09	3.82	581.35	3.69	561.57	3.94	3.12	2.87	2.78	2.63	2.08	1.92	1.85
Lac Courtes Oreilles	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	5.25	798.97	3.47	528.08	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.74	1.65	1.65
Menominee Tribe	5.25	798.97	3.94	599.61	3.61	549.39	3.46	526.56	5.25	798.97	3.57	543.30	3.30	502.21	3.30	502.21	3.94	2.61	2.48	2.48	2.63	1.79	1.65	1.65

ATTACHMENT 3

2017 Market Survey of Licensed Group Child Care Providers

	0 to <1 Year		2 to < 3 Years		4 to < 5 Years		6 Years and Older	
Counties	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot
Adams	$113.00	$153.57	$110.00	$139.29	$110.00	$132.14	$105.00	$125.00
Ashland	146.00	165.75	145.00	161.23	132.00	149.45	130.00	144.18
Barron	121.00	148.60	110.00	139.77	110.00	131.71	110.00	122.11
Bayfield	138.00	N.A	125.00	N.A	120.00	N.A	116.00	N.A
Brown	207.00	248.46	170.00	211.40	149.00	188.06	148.00	177.83
Buffalo	138.00	N.A	110.00	N.A	110.00	N.A	110.00	N.A
Burnett	138.00	N.A	126.00	N.A	126.00	N.A	126.00	N.A
Calumet	182.00	211.30	165.00	196.13	153.00	179.22	144.00	179.29
Chippewa	162.00	212.66	153.00	202.34	149.00	195.40	135.00	177.73
Clark	121.00	158.52	117.00	151.45	117.00	143.94	117.00	132.74
Columbia	169.00	201.81	156.00	183.62	140.00	166.38	130.00	157.52
Crawford	172.00	256.05	160.00	237.15	139.00	205.65	127.00	N.A
Dane	250.00	315.79	221.00	271.65	193.00	247.00	181.00	224.33
Dodge	165.00	205.23	165.00	180.42	143.00	158.61	143.00	160.55
Door	162.00	212.29	152.00	194.63	144.00	181.92	140.00	185.00
Douglas	165.00	176.94	157.00	166.72	141.00	155.77	132.00	144.10
Dunn	148.00	210.28	145.00	198.76	138.00	180.34	123.00	164.01
Eau Claire	184.00	211.64	172.00	192.63	158.00	177.91	149.00	162.27
Florence	153.00	158.00	153.00	158.00	135.00	114.00	126.00	104.00
Fond du Lac	171.00	207.47	153.00	185.77	138.00	166.37	137.00	152.72
Forest	158.00	N.A	135.00	N.A	135.00	N.A	113.00	N.A
Grant	151.00	158.99	151.00	148.68	151.00	148.68	151.00	148.68
Green	171.00	195.00	151.00	179.00	151.00	164.00	151.00	140.00
Green Lake	161.00	206.00	145.00	189.00	139.00	179.00	139.00	162.00
Iowa	152.00	184.00	140.00	160.00	120.00	160.00	115.00	160.00
Iron	135.00	N.A	125.00	N.A	124.00	N.A	124.00	N.A
Jackson	154.00	179.18	117.00	152.04	117.00	142.96	117.00	142.96
Jefferson	182.00	202.84	154.00	180.98	137.00	164.65	137.00	139.28
Juneau	161.00	173.77	161.00	153.96	161.00	145.47	161.00	195.00
Kenosha	222.00	227.50	200.00	212.11	176.00	194.65	171.00	192.22
Kewaunee	138.00	194.61	125.00	177.41	120.00	158.06	115.00	154.72
La Crosse	171.00	202.49	143.00	178.15	143.00	167.66	141.00	159.91
Lafayette	151.00	165.00	151.00	145.00	151.00	145.00	151.00	145.00
Langlade	162.00	181.16	145.00	155.59	140.00	143.22	130.00	N.A
Lincoln	150.00	140.00	125.00	143.84	120.00	125.62	120.00	123.22

ATTACHMENT 3 (continued)

2017 Market Survey of Licensed Group Child Care Providers

	0 to < 1 Year		2 to < 3 Years		4 to < 5 Years		6 Years and Older	
Counties	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot
Manitowoc	$165.00	$195.95	$149.00	$178.54	$149.00	$176.90	$145.00	$167.20
Marathon	189.00	228.26	165.00	194.30	153.00	180.35	149.00	172.69
Marinette	138.00	153.78	121.00	146.15	121.00	130.71	121.00	124.59
Marquette	152.00	N.A	145.00	N.A	145.00	N.A	145.00	N.A
Menominee	138.00	N.A	125.00	N.A	120.00	N.A	115.00	N.A
Milwaukee	246.00	294.49	220.00	264.69	191.00	232.92	179.00	200.82
Monroe	146.00	186.97	132.00	165.57	120.00	157.62	116.00	149.62
Oconto	148.00	157.15	125.00	138.17	120.00	132.47	115.00	128.85
Oneida	162.00	195.69	138.00	141.74	121.00	140.00	121.00	133.27
Outagamie	190.00	235.01	174.00	214.40	157.00	193.40	155.00	186.74
Ozaukee	218.00	250.40	205.00	232.62	181.00	219.37	161.00	172.12
Pepin	138.00	N.A	120.00	N.A	120.00	N.A	115.00	N.A
Pierce	170.00	181.62	160.00	168.97	140.00	155.29	130.00	130.00
Polk	138.00	175.29	125.00	166.49	120.00	159.12	115.00	152.84
Portage	189.00	210.72	165.00	199.26	153.00	183.93	145.00	173.33
Price	144.00	145.37	125.00	132.56	110.00	122.80	110.00	122.80
Racine	215.00	242.16	187.00	213.75	170.00	192.96	163.00	182.10
Richland	161.00	N.A	151.00	N.A	151.00	0.00	151.00	N.A
Rock	193.00	227.99	173.00	192.43	171.00	173.53	154.00	160.67
Rusk	132.00	N.A	116.00	N.A	116.00	N.A	110.00	N.A
St. Croix	176.00	200.42	144.00	186.10	143.00	168.56	130.00	146.40
Sauk	127.00	206.75	110.00	189.22	110.00	177.43	110.00	172.57
Sawyer	138.00	155.00	125.00	135.00	120.00	135.00	115.00	135.00
Shawano	189.00	161.89	165.00	147.83	145.00	142.93	145.00	141.62
Sheboygan	181.00	219.60	169.00	189.78	156.00	170.31	141.00	164.50
Taylor	132.00	180.00	132.00	180.00	132.00	150.00	132.00	114.99
Trempealeau	132.00	136.51	121.00	134.30	120.00	134.30	115.00	134.30
Vernon	139.00	192.35	118.00	177.73	116.00	162.11	116.00	153.53
Vilas	180.00	216.60	132.00	146.42	119.00	137.17	119.00	140.00
Walworth	176.00	236.26	154.00	193.79	139.00	169.47	138.00	147.20
Washburn	138.00	150.00	125.00	N.A	120.00	N.A	110.00	N.A
Washington	201.00	204.00	165.00	188.14	160.00	175.38	145.00	168.49
Waukesha	234.00	284.66	205.00	251.44	185.00	224.84	179.00	191.84
Waupaca	151.00	166.93	148.00	149.60	132.00	139.60	132.00	137.93
Waushara	138.00	135.00	125.00	135.00	120.00	125.00	115.00	125.00
Winnebago	226.00	246.27	184.00	221.01	170.00	202.01	160.00	185.63
Wood	154.00	185.67	147.00	176.20	147.00	168.70	147.00	167.43

ATTACHMENT 4

2017 Market Survey of Licensed Family Child Care Providers

	0 to < 1 Year		2 to < 3 Years		4 to < 5 Years		6 Years and Older	
Counties	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot
Adams	$123.00	$150.00	$119.00	$122.50	$119.00	$117.50	$105.00	$117.50
Ashland	131.00	129.44	110.00	126.67	110.00	123.89	110.00	123.75
Barron	115.00	133.17	110.00	136.85	110.00	132.35	110.00	134.81
Bayfield	125.00	133.39	110.00	110.39	110.00	110.39	110.00	110.39
Brown	143.00	169.42	132.00	157.82	127.00	152.35	123.00	145.60
Buffalo	124.00	N.A	110.00	N.A	110.00	N.A	110.00	N.A
Burnett	132.00	140.00	119.00	140.00	115.00	130.00	115.00	130.00
Calumet	156.00	165.83	144.00	150.83	144.00	150.83	130.00	142.00
Chippewa	131.00	150.62	125.00	137.50	120.00	135.00	120.00	133.33
Clark	112.00	120.83	110.00	119.17	110.00	117.50	110.00	112.00
Columbia	131.00	137.04	125.00	137.04	120.00	135.37	120.00	136.58
Crawford	131.00	151.25	115.00	129.67	115.00	129.67	115.00	135.00
Dane	205.00	232.33	193.00	221.66	185.00	215.03	164.00	207.87
Dodge	135.00	145.53	125.00	143.42	122.00	141.32	122.00	134.67
Door	131.00	N.A	125.00	N.A	123.00	N.A	123.00	N.A
Douglas	150.00	148.75	135.00	144.29	135.00	142.86	130.00	142.00
Dunn	131.00	140.00	125.00	137.50	120.00	135.00	120.00	135.00
Eau Claire	165.00	158.04	149.00	148.63	149.00	147.45	149.00	138.29
Florence	153.00	N.A	153.00	N.A	117.00	N.A	117.00	N.A
Fond du Lac	138.00	167.50	127.00	147.50	127.00	132.50	127.00	127.50
Forest	158.00	155.00	135.00	135.00	135.00	135.00	113.00	135.00
Grant	121.00	129.38	110.00	122.50	110.00	120.36	110.00	110.71
Green	131.00	147.58	125.00	140.48	120.00	137.57	120.00	146.74
Green lake	131.00	167.33	125.00	146.67	120.00	146.67	120.00	130.00
Iowa	125.00	135.00	115.00	125.00	115.00	125.00	115.00	125.00
Iron	135.00	N.A	125.00	N.A	120.00	N.A	120.00	N.A
Jackson	123.00	167.50	110.00	157.50	107.00	145.00	99.00	130.00
Jefferson	164.00	178.75	135.00	152.00	135.00	147.00	130.00	136.67
Juneau	124.00	135.00	110.00	135.00	110.00	115.00	110.00	115.00
Kenosha	190.00	180.62	175.00	168.75	165.00	162.50	155.00	149.29
Kewaunee	119.00	146.25	113.00	138.75	113.00	138.75	113.00	123.33
La Crosse	143.00	153.10	132.00	146.59	127.00	145.45	116.00	136.94
Lafayette	125.00	120.00	110.00	120.00	110.00	120.00	110.00	120.00
Langlade	131.00	125.00	125.00	125.00	120.00	125.00	120.00	125.00
Lincoln	135.00	145.00	125.00	132.50	120.00	132.50	120.00	135.00
Manitowoc	149.00	125.00	135.00	115.00	135.00	115.00	130.00	115.00
Marathon	150.00	160.13	135.00	146.74	135.00	144.33	130.00	140.94
Marinette	131.00	143.33	116.00	136.67	116.00	127.50	116.00	130.00
Marquette	125.00	140.00	122.00	140.00	122.00	120.00	122.00	110.00
Menominee	125.00	N.A	113.00	N.A	110.00	N.A	110.00	N.A

ATTACHMENT 4 (continued)

2017 Market Survey of Licensed Family Child Care Providers

	0 to < 1 Year		2 to < 3 Years		4 - < 5 Years		6+ Years	
Counties	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot	Max Rate	Average Price per Slot
Milwaukee	$190.00	$222.13	$177.00	$206.27	$165.00	$187.02	$155.00	$170.13
Monroe	131.00	139.69	116.00	127.79	116.00	126.36	110.00	125.69
Oconto	125.00	143.33	111.00	135.00	110.00	121.67	110.00	130.00
Oneida	135.00	150.00	116.00	135.00	116.00	135.00	116.00	N.A
Outagamie	150.00	177.85	136.00	164.31	135.00	161.21	130.00	154.07
Ozaukee	160.00	N.A	153.00	N.A	149.00	N.A	149.00	N.A
Pepin	132.00	120.00	123.00	110.00	123.00	110.00	110.00	110.00
Pierce	131.00	147.33	125.00	139.00	120.00	135.67	120.00	135.00
Polk	125.00	126.00	110.00	110.02	110.00	119.50	110.00	119.50
Portage	150.00	162.83	136.00	158.48	136.00	158.04	136.00	158.04
Price	125.00	125.00	110.00	100.00	110.00	100.00	110.00	100.00
Racine	182.00	195.00	175.00	190.00	165.00	180.00	155.00	186.67
Richland	131.00	128.33	110.00	123.33	110.00	123.33	110.00	125.00
Rock	161.00	175.00	149.00	168.33	149.00	163.58	149.00	160.27
Rusk	124.00	N.A	110.00	N.A	110.00	N.A	110.00	N.A
St. Croix	150.00	158.52	136.00	152.41	135.00	151.67	130.00	142.39
Sauk	125.00	155.43	110.00	146.39	110.00	144.65	110.00	138.68
Sawyer	125.00	142.50	111.00	135.00	110.00	135.00	110.00	135.00
Shawano	150.00	140.00	135.00	135.00	135.00	130.00	130.00	125.00
Sheboygan	140.00	179.50	126.00	162.00	122.00	158.25	122.00	176.00
Taylor	110.00	129.17	110.00	129.17	110.00	129.17	110.00	129.17
Trempealeau	125.00	130.00	110.00	130.00	110.00	130.00	110.00	130.00
Vernon	123.00	120.00	111.00	110.00	111.00	110.00	111.00	110.00
Vilas	125.00	135.00	112.00	135.00	111.00	130.00	111.00	130.00
Walworth	150.00	171.00	140.00	161.67	135.00	152.67	130.00	152.67
Washburn	125.00	150.00	113.00	140.00	110.00	135.00	110.00	135.00
Washington	150.00	192.50	135.00	192.50	135.00	165.00	130.00	160.00
Waukesha	202.00	222.08	175.00	188.75	165.00	177.50	155.00	179.00
Waupaca	121.00	130.00	110.00	120.00	110.00	120.00	110.00	120.00
Waushara	125.00	152.86	112.00	144.29	112.00	137.62	110.00	130.71
Winnebago	165.00	177.52	149.00	165.75	143.00	162.95	143.00	158.33
Wood	138.00	143.00	130.00	147.50	127.00	145.00	127.00	145.00

ATTACHMENT 5

Child Care Hourly Copayment Schedule
Effective November 1, 2018

Use the family's monthly income and family size to determine the FPL percentage. (If the family's income is between two lines use the higher amount.)
To calculate the copayment amount for regular copay types, multiply the total family authorized hours (up to 152 per child) by the sum of the hourly copay amount.**

	Gross Monthly Income by Family Size									Number of Children with Authorizations				
FPL	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10+**	**1**	**2**	**3**	**4**	**5+**
65%	$892	$1,126	$1,360	$1,594	$1,828	$2,062	$2,296	$2,530	$2,764	$0.15	$0.15	$0.15	$0.15	$0.15
70%	960	1,212	1,464	1,716	1,968	2,220	2,472	2,724	2,976	0.19	0.18	0.17	0.17	0.17
75%	1,029	1,299	1,569	1,839	2,109	2,379	2,649	2,919	3,189	0.24	0.21	0.20	0.20	0.19
80%	1,097	1,385	1,673	1,961	2,249	2,537	2,825	3,113	3,401	0.36	0.27	0.24	0.23	0.22
85%	1,166	1,472	1,778	2,084	2,390	2,696	3,002	3,308	3,614	0.48	0.34	0.29	0.27	0.26
90%	1,235	1,559	1,883	2,207	2,531	2,855	3,179	3,503	3,827	0.61	0.41	0.34	0.31	0.29
95%	1,303	1,645	1,987	2,329	2,671	3,013	3,355	3,697	4,039	0.68	0.45	0.38	0.34	0.32
100%	1,372	1,732	2,092	2,452	2,812	3,172	3,532	3,892	4,252	0.79	0.51	0.42	0.38	0.35
105%	1,440	1,818	2,196	2,574	2,952	3,330	3,708	4,086	4,464	0.87	0.56	0.46	0.41	0.38
110%	1,509	1,905	2,301	2,697	3,093	3,489	3,885	4,281	4,677	0.93	0.60	0.49	0.43	0.40
115%	1,577	1,991	2,405	2,819	3,233	3,647	4,061	4,475	4,889	1.00	0.64	0.52	0.46	0.42
120%	1,646	2,078	2,510	2,942	3,374	3,806	4,238	4,670	5,102	1.09	0.69	0.55	0.49	0.45
125%	1,715	2,165	2,615	3,065	3,515	3,965	4,415	4,865	5,315	1.22	0.76	0.61	0.53	0.48
130%	1,783	2,251	2,719	3,187	3,655	4,123	4,591	5,059	5,527	1.39	0.85	0.67	0.58	0.53
135%	1,852	2,338	2,824	3,310	3,796	4,282	4,768	5,254	5,740	1.47	0.90	0.71	0.61	0.55
140%	1,920	2,424	2,928	3,432	3,936	4,440	4,944	5,448	5,952	1.52	0.93	0.73	0.63	0.57
145%	1,989	2,511	3,033	3,555	4,077	4,599	5,121	5,643	6,165	1.60	0.98	0.77	0.66	0.60
150%	2,058	2,598	3,138	3,678	4,218	4,758	5,298	5,838	6,378	1.65	1.00	0.79	0.68	0.62
155%	2,126	2,684	3,242	3,800	4,358	4,916	5,474	6,032	6,590	1.73	1.05	0.82	0.71	0.64
160%	2,195	2,771	3,347	3,923	4,499	5,075	5,651	6,227	6,803	1.79	1.09	0.85	0.74	0.66
165%	2,263	2,857	3,451	4,045	4,639	5,233	5,827	6,421	7,015	1.85	1.12	0.88	0.76	0.69
170%	2,332	2,944	3,556	4,168	4,780	5,392	6,004	6,616	7,228	1.90	1.15	0.91	0.78	0.71
175%	2,400	3,030	3,660	4,290	4,920	5,550	6,180	6,810	7,440	1.97	1.20	0.94	0.81	0.73
180%	2,469	3,117	3,765	4,413	5,061	5,709	6,357	7,005	7,653	2.03	1.23	0.97	0.83	0.75
185%	2,538	3,204	3,870	4,536	5,202	5,868	6,534	7,200	7,866	2.08	1.26	0.99	0.85	0.77
190%	2,606	3,290	3,974	4,658	5,342	6,026	6,710	7,394	8,078	2.14	1.30	1.02	0.88	0.79
195%	2,675	3,377	4,079	4,781	5,483	6,185	6,887	7,589	8,291	2.19	1.33	1.04	0.90	0.81
200%	2,743	3,463	4,183	4,903	5,623	6,343	7,063	7,783	8,503	2.19	1.33	1.04	0.90	0.81

Non-court ordered kinship care parents and teen parents who are not Learnfare participants are subject to the minimum copay, which is found by selecting the lowest income line (70% FPL) and then finding the copayment listed for the appropriate number of children. Parents who have left a W-2 employment position for unsubsidized work also qualify for the minimum copay for one month. Children who are authorized for 20 hours or less are subject to one-half of their share of the family copay listed above. Foster care and kinship care parents who have court-ordered placement of a child, as well as Learnfare participants, subsidized guardians, and interim caretakers are not subject to copay requirements.

*If a family's monthly income exceeds 200% FPL, the copay is increased by $1 for every $3 that income exceeds 200% FPL.
**Copayment amounts owed are distributed amongst children in the family based upon each child's relative percentage of the family's hours (capped at 152 per child per month).

APPENDIX A

Nonfinancial Eligibility Requirements for

W-2 Employment Positions and Job Access Loans

1. The individual is a custodial parent who has attained the age of 18.

2. The individual is a U.S. citizen or qualifying alien who is: (a) lawfully admitted to the United States for permanent residence; (b) granted asylum; (c) a refugee; (d) paroled into the U.S. for a period of at least one year; (e) in the U.S. but whose deportation is being withheld; (f) granted conditional entry; (g) an Amerasian immigrant as defined in section 584 of the Foreign Operations, Export Financing and Related Programs Appropriations Act of 1988; (h) a Cuban and Haitian entrant as defined in section 501(e) of the Refugee Education Assistance Act of 1980; (i) a battered immigrant or an immigrant whose child or children have been battered, who is no longer residing with the batterer; (j) certified as a victim of trafficking; (k) an American Indian born in Canada who is at least 50% American Indian by blood; (l) an American Indian born outside of the United States who is a member of a federally-recognized Indian tribe; (m) lawfully residing in the United States and is either an armed forces veteran who received an honorable discharge, on active duty, or the spouse of a veteran or an individual on active duty; or (n) lawfully residing in the United States and authorized to work by the immigration and naturalization service.

3. The individual has residence in Wisconsin.

4. Every parent in the individual's W-2 group fully cooperates in good faith with efforts to establish paternity of the dependent child and obtain support payments or any other payments or property to which that parent and the dependent child may have rights, unless it is determined that the parent has good cause for not cooperating. An individual in the W-2 group who fails three times to cooperate may not be eligible until all members of the W-2 group cooperate or for a period of six months, whichever is later.

Good cause for not cooperating includes the following: (a) cooperation is reasonably anticipated to result in physical or emotional harm to the child for whom support is being sought, or to the parent with whom the child is living; (b) cooperating with the child support agency would make it more difficult to escape domestic abuse or unfairly penalize the individual victimized or at risk of being victimized of domestic abuse; (c) the child for whom support is sought was conceived as a result of incest or sexual assault; (d) a petition for the adoption of the child has been filed with the court, and proceeding to establish paternity or secure support would be detrimental to the child; or (e) the parent is being assisted by a public or private social services agency in deciding whether or not to terminate parental rights and the discussions have not lasted for more than three months.

5. The individual furnishes the W-2 agency with any relevant information that the agency determines is necessary, within seven working days after receiving a request for the information. The agency may extend the seven-day requirement if the agency determines that compliance within seven days would be unduly burdensome for an individual. W-2 agencies must keep all information regarding victims of domestic abuse strictly confidential, except to the extent needed to administer W-2.

6. The individual has made a good faith effort, as determined by the W-2 agency on a case-by-case basis, to obtain employment and has not refused a bona fide job offer within the 180 days

immediately preceding the application.

7. The individual is not receiving federal or state supplemental security income payments. If the individual is a dependent child, the custodial parent of the individual may not be receiving an SSI caretaker supplement payment on behalf of the individual. Under administrative rule, the individual also may not be receiving federal social security disability insurance payments.

8. On the last day of the month, the individual is not participating in a strike.

9. The individual applies for or provides a social security number for all W-2 group members.

10. The individual reports any change in circumstances that may affect his or her eligibility to the W-2 agency within 10 days after the change. A temporary absence of a child must be reported within five working days.

11. If the individual has applied for W-2 within the 180 days immediately preceding the current application, the individual has cooperated with the efforts of a W-2 agency to assist the individual in obtaining employment.

12. No other individual in the W-2 group is a participant in a W-2 employment position. This provision does not apply to an individual applying for a job access loan.

13. The individual is not a fugitive felon, or violating a condition of probation, extended supervision, or parole imposed under federal or state law.

14. The individual assigns to the state any right of the individual or of any dependent child of the individual to support or maintenance from any other person that accrues during the time that any W-2 benefit is paid to the individual. No amount of support that begins to accrue after the individual ceases to receive benefits under W-2 may be assigned to the state. Under Wisconsin law, all support assigned to the state that does not have to be provided to the federal government as the federal share of assigned support is passed through to the family. Beginning October 1, 2010, the amount passed through to the family (the state's share) is 75% of the support amount.

15. The individual states in writing whether the individual has been convicted in any state or federal court of a felony relating to possession, use, or distribution of a controlled substance.

16. The individual cooperates in providing information needed to verify enrollment or good cause for the Learnfare program.

17. The individual cooperates in the requirement to search for unsubsidized employment throughout his or her participation in a W-2 employment position.

18. The individual cooperates in applying for other public assistance programs or resources that the financial and employment planner in the W-2 agency believes may be available to the individual.

19. The individual cooperates with providing eligibility information for other members of the W-2 group.

20. The individual cooperates with providing information for quality assurance reviews.

21. The individual and all adult members in the W-2 work group comply with substance abuse screening, testing, and treatment requirements.

22. The total number of months in which the individual has actively participated does not exceed the 48-month state lifetime limit.

APPENDIX B

Temporary Assistance for Needy Families Block Grant

Wisconsin's annual TANF block grant allocation is currently $317.1 million. Under federal law, a tribal organization in a state may elect to operate a separate tribal public assistance program. For a tribe that submits an acceptable plan, the federal government will provide funding to the tribe and reduce the state's TANF block grant by an equivalent amount. After accounting for the nine separate tribal programs (Bad River, Forest County Potawatomi, Red Cliff, Mole Lake Sokaogon, Lac du Flambeau, Stockbridge-Munsee Mohican, Oneida, Menominee, and Lac Courte Oreilles), Wisconsin's annual TANF grant is $312.8 million in 2018-19.

Congress reauthorized the TANF block grant at the same funding level through September 30, 2010, by including the reauthorization provision in the federal Deficit Reduction Act of 2005. Since that time, the TANF program has been incrementally extended through April 28, 2017, by the federal Claims Resolution Act of 2010, the Middle Class Tax Relief and Job Creation Act of 2012, the Consolidated Appropriations Act of 2014, the Consolidated Appropriations Act of 2017, and a series of continuing resolutions. The Consolidated Appropriations Act of 2017, § 102(c), amended Section 413 of the Social Security Act to reduce the amount of each state's state and territory family assistance grant by 0.33% for research, technical assistance, and evaluation.

General Requirements

There are three ways in which a state may use TANF funds. First, a state may transfer up to 30% of the TANF block grant to the programs funded by the federal child care block grant and the social services block grant. Current federal regulations limit the amount that can be transferred to the SSBG to 10% of TANF funds.

Second, a state may expend TANF funds for any use that was allowable under the previous AFDC, JOBS, emergency assistance, and child care programs.

Third, a state may expend TANF funds in any manner that is reasonably calculated to accomplish one of the purposes of the TANF program. There are four purposes specified in federal law. These are: (a) to provide assistance to needy families so children may be cared for in their homes or in the homes of relatives; (b) to end the dependence of needy parents on government by promoting job preparation, work, and marriage; (c) to prevent and reduce the incidence of out-of-wedlock pregnancies; and (d) to encourage the formation and maintenance of two-parent families.

Programs that meet the first or second purposes of TANF must serve needy families or parents. Generally, "needy" means having income and assets at or below the income or asset levels set by the state in the TANF plan submitted to the federal government. Therefore, the state may establish the level at which a family or parent is considered needy. However, the state must be able to justify that the income limit chosen is a low-income standard.

In Wisconsin, the income limits range from 115% of the federal poverty level (FPL) for W-2 employment positions and up to a maximum of 300% of the FPL for domestic violence services by local domestic violence service providers to assist victims of domestic violence.

Programs that meet the third and fourth purposes of the TANF program can serve both needy and non-needy families. Expenditures for non-needy families under the third and fourth purposes of TANF can only be funded with TANF and not MOE, due to the definition of "eligible families" for MOE funds discussed later in this appendix.

Expenditures Classified as Assistance

The federal regulations make a distinction between expenditures that provides "assistance" and those that do not. Expenditures that are classified as "assistance" include cash, payments, vouchers, and other forms of benefits designed to meet a family's ongoing basic needs, such as food, clothing, shelter, utilities, household goods, personal care items, and general incidental expenses. These benefits also include supportive services, such as child care and transportation for unemployed families.

Expenditures that are not considered "assistance" include: (a) nonrecurring short-term benefits that are designed to deal with a specific crisis situation or episode of need, are not intended to meet recurrent or ongoing needs, and will not extend beyond four months; (b) work subsidies; (c) supportive services such as child care and transportation for families that are employed; (d) refundable earned income tax credits; (e) contributions to and distributions from individual development accounts; (f) services such as counseling, case management, peer support, child care information and referral, transitional services, job retention, job advancement, and other employment-related activities that do not provide basic income support; and (g) certain transportation benefits related to the job access and reverse commute program.

If the expenditure is for "assistance," then several requirements apply, as described below.

Children Living with Relatives. States may only provide TANF assistance to pregnant women and men or women who have dependent minor children living in the home. States may define families to include noncustodial parents, who may then engage in work activities, counseling, educational activities, parenting classes, or money management classes.

Paternity Establishment and Assignment of Child Support. Federal law requires families receiving TANF assistance to cooperate in establishing paternity for each minor child. If the individual fails to cooperate with establishing paternity and enforcing a support order with respect to a minor child, the state is required to reduce the amount of assistance provided to the family by 25%. The state may also deny the family any assistance. In addition, any right a family member may have to support from any other person must be assigned to the state. These requirements do not apply if the family has good cause to not cooperate or meets another exception defined by the state.

Time Limit. An individual may receive TANF assistance for a maximum of 60 months. States have the option to extend assistance paid for by federal TANF funds beyond the five-year limit for up to 20% of the average monthly number of families receiving assistance during the fiscal year or the immediately preceding fiscal year. States can extend assistance on the basis of: (a) hardship as defined by the state; or (b) the fact that the family includes someone who has been battered or subject to extreme cruelty.

If the federal government determines that a state has not complied with the time limit, there will be a 5% grant reduction. The TANF regulations indicate that this penalty may be avoided only if: (a) the failure is due to extensions in cases of domestic abuse; (b) the state had reasonable cause due to natural disasters, incorrect federal guidance, or isolated problems of minimal impact; or (c) the state achieves compliance under a corrective compliance plan.

Work Participation Requirements. Federal law requires that a work-eligible individual engage in work once the state determines the individual is ready, or after 24 months of receiving TANF assistance, whichever is earlier. A work-eligible individual is defined as an adult (or minor child head-of-household) who receives assistance under TANF or a separate state program or a non-recipient parent living with a child who receives such assistance unless the parent is: (a) a minor parent and not the head of the household; (b) a non-citizen who is ineligible to receive assistance due to his or her immigration status; or (c) on a case-by-case basis, an SSI recipient. A work-eligible individual does not include a parent providing care for a disabled family member, an individual receiving MOE-funded assistance under an approved tribal TANF program, or, on a case-by-case basis, a social security disability insurance (SSDI) recipient.

For purposes of this provision, the types of required work activities are defined by the state. If a parent or caretaker has received assistance for two months, they must participate in community service employment unless the recipient is participating in work requirements or the state has exempted the recipient from work requirements.

In addition, the state must meet certain minimum work participation rates (WPRs) or incur financial penalties. For purposes of the work participation targets, federal law defines the types of activities that may be counted. The state's WPRs had been reduced based on caseload reductions that have occurred since 1995. Under the federal Deficit Reduction Act of 2005, beginning in FFY 2007, the state's WPRs may be reduced based on caseload reductions that have occurred since 2005. However, states may not count caseload reductions that have occurred due to changes in federal requirements or state eligibility requirements. Finally, states are also allowed to receive caseload reduction credit for excess MOE spending (the excess MOE caseload credit is calculated by dividing total annual excess MOE spending on assistance by the average monthly expenditures for assistance per case for the fiscal year).

In an information memorandum dated July 12, 2012, the federal Administration for Children and Families, within the federal Department of Health and Human Services (DHHS), indicated that states may apply for a waiver of the work participation requirements to encourage states to consider new, more effective ways to meet the goals of the TANF program. The information memorandum indicated that the waiver application should include approaches to increase employment outcomes. Subsequent communication from the DHHS Secretary indicated that a waiver would only be considered if the application contained a plan to move at least 20% more people from welfare to work than the current WPRs would require. Wisconsin did not apply for a waiver.

Failure to comply with the minimum participation requirements may result in a penalty that reduces the TANF grant by 5% to 21%, depending on how many years the state fails to meet the requirements and the degree of noncompliance. The grant reductions are based on the degree of noncompliance. The penalties may be reduced if noncompliance was due to a high rate of unemployment or extraordinary circumstances, such as a natural disaster or regional recession.

Before any penalties are imposed, a state has the opportunity to claim reasonable cause to forgive the penalty. Further, a state may avoid the penalty by achieving compliance under a corrective compliance plan approved by the federal Department of Health and Human Services (DHHS).

In addition to penalties for failing to comply with the minimum participation requirements, failure to establish or comply with work participation verification procedures, established under the federal Deficit Reduction Act (DRA) of 2005, could result in a grant reduction of 1% to 5%. Failure to maintain adequate internal controls to ensure a consistent measurement of work participation could also result in a grant reduction of 1% to 5%, depending on the number of years in violation of this requirement.

Finally, recipients who refuse to work must be penalized unless they have good cause, as defined

Table 13: Work Participation Rates

	All Families				Two-Parent Families			
FFY	Target	Federal Credit**	Adjusted Target	Actual	Target	Federal Credit**	Adjusted Target	Actual
1998	30%	-42%	0%	64%	75%	-73%	2%	39%
1999	35	-70	0	80	90	-70	20	56
2000	40	-50	0	73	90	-50	40	35
2001	45	-56	0	75	90	-56	34	39
2002	50	-54	0	69	90	-54	36	39
2003	50	-52	0	67	90	-69	21	40
2004	50	-50	0	61	90	-69	21	33
2005	50	-49	1	44	90	-69	21	26
2006	50	-53	0	36	90	-78	12	17
2007*	50	-19	31	37	90	-100	0	21
2008*	50	-54	0	37	90	-100	0	32
2009*	50	-24	26	40	90	-68	22	33
2010*	50	-24	26	43	90	-73	17	31
2011*	50	-50	0	38	90	-90	0	22
2012*	50	0	50	32	90	0	90	17
2013*	50	0	50	34	90	0	90	26
2014*	50	0	50	36	90	0	90	32
2015*	50	0	50	39	90	0	90	40
2016*	50	-7	43	42	90	-7	84	44
2017*	50	24	26	37	90	24	66	38

*Use 2005 as base comparative year, rather than 1995.

**Beginning in 2007, the credit includes the sum of the caseload reduction credit and the excess MOE adjustment.

by the state. The family's grant award must be reduced at least by the pro-rata share of the award for the time the family refused to comply with work requirements. If a state does not impose penalties on families, the TANF grant can be reduced by 1% to 5%.

Table 13 shows information on Wisconsin's WPRs for each FFY 1997-98 through 2016-17, including rates for: (a) all families and two-parent families; (b) the original federal work participation requirement; (c) the credit Wisconsin received for reduced caseloads; (d) the adjusted target; and (e) the actual work participation rate. The percentage credits for work participation rates in Table 14 from 1997-1998 through 2005-06 are based on caseload reductions that occurred since 1995. Beginning with 2006-07, the credits are based on caseload reductions that occurred since 2005.

As shown in Table 13, Wisconsin previously received substantial reductions to WPR targets due to decreases in caseloads. Before 2006-07, caseload reduction credits were based on caseload statistics from 1995. Wisconsin, like most states, saw substantial decreases in caseloads following the initial welfare reforms associated with W-2 and TANF. As a result, Wisconsin could reliably earn credit adjustments due to the much lower caseloads under the W-2 program. Beginning with FFY 2006-07, the DRA changed federal law such that credit adjustments would be based on 2005 caseloads and would include families in separate state programs funded with TANF MOE. As a result, it became more difficult for states to earn credit adjustments.

On May, 2015, DHHS notified DCF that Wisconsin had failed to meet the work participation targets for 2011-12 and therefore was subject to a potential fine of $11.8 million, an amount equal to 5% of the state's total adjusted TANF block grant for that year. In July, 2015, DCF agreed to enter into a corrective compliance plan in order to avoid the penalty and to come into compliance by the end of 2015-16.

Wisconsin's corrective compliance plan included several changes to the program. First, pursuant to provisions in 2015 Act 55, DCF strengthened program policies for sanctioning non-complying participants with reduced benefits and case closures for refusing to participate in assigned work activities. This change removed non-complying individuals from the WPR calculation. Second, DCF issued best practice administrative guidelines to W-2 agencies to better assign and document a sufficient number of countable work activities. Third, DCF added additional incentive payments for W-2 agencies, which are compensated on an outcome basis, rather than on a cost basis. DCF changed incentive payments under the W-2 contracts to better reward those agencies that meet the federal work participation requirements. Finally, DCF revised TANF data reporting so that all parents receiving federal SSDI benefits are properly excluded from WPR calculations. This last change was expected to improve the state's work participation rate, since these beneficiaries are not assigned countable work activities.

Prior to the end of the compliance plan period, DHHS notified DCF in January and July, 2016, that Wisconsin had failed to meet the work participation requirements for 2012-13 and 2013-14 and therefore would be subject to potential penalties of up to $15.1 million and $19.8 million, respectively.

Pursuant to 2017 Act 59, effective June 23, 2018, DCF implemented a $50 worker supplement, available for up to twelve months, for W-2 participants entering the unsubsidized workforce from the W-2 program. The worker supplement substantially improves performance on federal WPR targets by increasing the number of families participating in work activities that receive TANF assistance. Families moving from W-2 employment positions into unsubsidized work would otherwise not be counted for purposes of determining the WPR.

DHHS later notified DCF that Wisconsin had failed to meet the work participation requirements in FFYs 2014, 2015, and 2016 and therefore was subject to additional penalties. Later, DHHS notified DCF that the state failed to meet the two-parent WPR in FFY 2016-17. DCF again entered into a corrective compliance plan for FFYs 2014, 2015, and 2016.

DCF indicates that the state exceeded the all families and two-parent families WPR requirements for FFY 2018, thereby satisfying the conditions of the corrective compliance plan in order to eliminate the penalties for FFYs 2014, 2015, and 2016. DCF indicates that due to penalty reductions, the remaining penalties for FFY 2012 and FFY 2013 total approximately $7.35 million. In November 2018, Wisconsin submitted two reasonable cause letters to DHHS to seek relief from the penalties. As of January 1, 2019, DHHS had not yet responded to the November letters.

Minor Parents. Assistance may be provided to unmarried minor parents only if the minor parent has a high school diploma or participates in educational activities toward attaining a high school diploma or its equivalent. In addition, no assistance may be provided to unmarried minor parents who are not living in an adult-supervised living arrangement.

Data Reporting. States are required to report detailed information regarding individuals and families that receive TANF assistance. This information includes demographic information and detail on the type, amount, and length of the assistance these families received.

Fraud Cases. States are required to deny assistance for a period of ten years to individuals convicted in federal or state court of making a fraudulent statement or representation with respect to the individual's place of residence in order to receive TANF assistance, Medicaid, or SNAP benefits simultaneously in two or more states.

Fugitive Felons and Drug Felons. States are required to deny assistance to fugitive felons and persons violating a condition of parole under state or federal law. In addition, individuals convicted of a felony involving possession, use, or distribution of a controlled substance after August, 1996, are barred from receiving assistance from TANF or SNAP benefits. However, the family of the drug felon can receive a reduced amount from these grants. States may opt out of the drug felon prohibition or limit the prohibition to a certain time period.

Accessing Benefits. The federal Middle Class Tax Relief and Job Creation Act of 2012 (P.L. 112-96) requires states to establish policies that prevent TANF recipients from accessing benefits at automated teller machines located in liquor stores, casinos, or adult entertainment establishments.

Expenditures Classified as "Non-Assistance"

If the expenditure can be classified as "non-assistance," the following TANF requirements do not need to apply: (a) presence of a child living with a relative; (b) assignment of child support and cooperation with paternity establishment; (c) time limit on assistance; (d) work requirements and sanctions; (e) requirements on minor parents; (f) data reporting requirements; and (g) exclusions for fraud cases, fugitive felons, and drug felons. Financial eligibility levels for non-assistance can be higher or lower than for cash assistance. The differences in the requirements for "assistance" and "non-assistance" are highlighted in Table 14.

Other Restrictions

Whether for "assistance" or "non-assistance," federal law contains other restrictions regarding the use of TANF funds.

Medical Services. Federal law prohibits TANF funds from being used for medical services, except pre-pregnancy family planning services. States may use TANF funds for non-medical substance abuse treatment services, including room and board costs at residential treatment programs.

Legal Immigrants. Federal law contains certain restrictions on using federal TANF funds to provide assistance to families that include a qualified legal immigrant, depending on the individual's immigration status and when the person entered the United States.

States have the option to provide TANF assistance to all qualified legal immigrants who entered the U.S. prior to August 22, 1996. Qualified legal immigrants are defined as lawful permanent residents, refugees, asylees, those granted parole for more than one year, those whose deportation has been withheld, those considered conditional entrants before 1980, Cuban and Haitian entrants, and certain victims of domestic violence.

Qualified legal immigrants who enter the U.S. after August 22, 1996, are not eligible for assistance funded with federal TANF dollars until five years after the date they enter. After this time, the state has the option to provide assistance to these families.

However, the following qualified aliens are exempt from this five-year ban: refugees, asylees, immigrants who have been granted withholding of deportation, Amerasian immigrants, Cuban-Haitian refugees, veterans, active duty military personnel, and spouses and dependents of veterans or active duty military personnel.

Immigrants who are not qualified generally

Table 14: Overview of TANF Provisions under Different Funding Configurations

Provision	Federally Funded TANF "Assistance" Programs & "Assistance" Programs Funded with Commingled TANF and MOE Funds	Federally Funded TANF "Non-Assistance" Programs & "Non-Assistance" Programs Funded with Commingled TANF and MOE Funds	TANF Programs Funded with Segregated State MOE Funds	Separate State MOE Programs
State required to set income standards	If TANF only, income standard only required for 1st and 2nd purposes of TANF. If comingled, income standard required for all TANF purposes.	If TANF only, income standard only required for 1st and 2nd purposes of TANF. If comingled, income standard required for all TANF purposes.	Yes	Yes
Allowable expenditures	(1) Expenditures meeting the TANF purposes; or (2) expenditures authorized under old AFDC, JOBS, emergency assistance, and child care programs	(1) Expenditures meeting the TANF purposes; or (2) expenditures authorized under old AFDC, JOBS, emergency assistance, and child care programs	Must be for purposes of TANF and for cash assistance, child care, certain education, administrative costs or other activities related to TANF purposes	Same as prior column
Child living with relative requirement	Yes	No	Yes	Yes
Child support assignment and paternity cooperation requirements	Yes	No	Yes	No
Time limit on assistance	Yes	No	No	No
Work requirements	Yes	No	Yes	Yes, if MOE is for "assistance"
Work sanctions	Yes	No	Yes	No
Minor parent requirements	Yes	No	No	No
Data reporting Requirements	Yes	No	Yes	Yes, if states want caseload reduction credit
Fraud case exclusion	Yes	No	No	No
Fugitive felons exclusion	Yes	No	No	No
Drug felons reduced benefits	Yes	No	Yes	No
Medical services	Only pre-pregnancy family planning	Only pre-pregnancy family planning	No specific restriction	No specific restriction
Non-displacement	Yes	Yes	No	No
15% administrative cap	Yes	Yes	Yes	Yes

include unauthorized immigrants, immigrants who are categorized as persons residing under the color of law (PRUCOL aliens), students, tourists, and asylum applicants. These nonqualified immigrants are ineligible for TANF funded assistance.

Non-Displacement. TANF funds may not be used to fill a job vacancy when another individual has been laid off from the same or any substantially equivalent job. In addition, an employer cannot terminate a regular employee in order to fill the vacancy with a TANF-funded position.

Administration. Administrative costs may not exceed 15% of all TANF expenditures. Expenditures of federal funds for information technology and computerization needed for tracking or monitoring activities are not subject to the 15% limit.

Penalties. Federal law includes several penalties that may be imposed against the state for failing to meet various requirements of the TANF program. Penalties are generally applied as a percentage of the state's TANF block grant. If the TANF block grant is reduced, the state must expend its own funds in the following fiscal year to replace the reduction in the grant. If the state fails to expend its own funds, an additional 2% of the block grant plus the amount the state has failed to expend of its own funds may be reduced from the state's block grant. The total reduction in the state's grant may not exceed 25%. If the reduction exceeds 25%, the federal government will continue to apply a penalty in subsequent years until the full amount of the penalty is taken.

States can avoid some penalties by demonstrating reasonable cause or by obtaining approval of a corrective compliance plan that identifies time periods and milestones to correct the problem. Reasonable cause can only be due to natural disasters, incorrect federal guidance, or isolated problems of minimal impact. If a state fails to meet the provisions of its corrective compliance plan but made significant progress or could not correct the problem because of a natural disaster or recession, DHHS may impose a lower penalty.

Child-Only Cases

In some cases, only the child receives assistance. In Wisconsin, this is the case for the kinship care program and the SSI caretaker supplement. Under the federal Deficit Reduction Act of 2005, a non-recipient parent living with a child receiving assistance is a work-eligible individual subject to work participation requirements, unless the parent is: (a) a minor parent who is not a head-of-household; (b) an alien who is ineligible to receive assistance due to his or her immigration status; or (c) an SSI or SSDI recipient, on a case-by-case basis. Previously, work participation requirements did not apply to child-only cases because the parent did not receive assistance.

Maintenance of Effort (MOE) Requirements

Under federal law, a state must spend state dollars equal to 75% of historic state expenditures if the state meets federal mandatory work requirements, or 80% if the state does not meet these requirements. "Historic state expenditures" generally means FFY 1994 expenditures for the former AFDC and JOBS programs, AFDC-emergency assistance, AFDC-related child care, and at-risk child care. In addition, the MOE requirement may be reduced by the percentage reduction in the state's TANF block grant attributable to tribal programs.

After adjusting for tribal TANF, the state's basic annual MOE requirement is $178.1 million based on 80% of historic state expenditures. The major provisions regarding expenditures of state dollars that could count toward the MOE requirement are described in the following sections.

Unless expenditures are for non-assistance pro-family activities, in order to count toward the requirement, expenditures must be made for "eligible families." Eligible families must meet the income and resource requirements for needy families under the TANF program. In addition, an eligible family must have a minor child living with a parent or include a pregnant individual.

Expenditures for eligible families that may count toward the MOE include: (a) cash assistance; (b) child care assistance; (c) educational activities to increase self-sufficiency, job training, and work; (d) any other use of funds that would accomplish the purposes of the TANF program, described in the previous section (including non-medical treatment services for alcohol and drug abuse, some medical treatment services, and pro-family activities that do not constitute assistance); and (e) up to 15% can be used for administrative costs. MOE funds can be used for activities that are classified as "assistance" as well as "non-assistance." Expenditures for educational activities may not include public education expenditures, unless the expenditure is for services to a member of an eligible family to increase self-sufficiency, job training, and work and is not generally available to persons who are not members of eligible families. Expenditures for child care can include state funds to meet the requirements of the matching fund for the child care development block grant.

Expenditures in state- or local-funded programs can count towards the MOE requirement only if: (a) the expenditures exceed the amount expended for the same program in FFY 1995; or (b) the expenditures would have been previously authorized and allowable under the former AFDC, JOBS, or emergency assistance programs. State funds used to meet the healthy marriage promotion and responsible fatherhood grant match requirement may also count to meet the MOE requirement provided the expenditure also meets all the other MOE requirements.

Unlike TANF expenditures, MOE funds can be used for services to all lawfully present immigrants, medical services, and persons who have reached the time limit for assistance.

Expenditures for eligible families that count toward MOE may not include expenditures of any federal dollars, state expenditures under the Medicaid program, any state funds used to match federal funds or spent as a condition of receiving federal funds, expenditures that a state made in a prior fiscal year, expenditures used to match federal welfare-to-work funds, and expenditures made to replace reductions resulting from penalties. However, matching expenditures for the healthy marriage promotion and responsible fatherhood grant may be counted as MOE.

Under federal law, the state's basic TANF grant will be reduced by the amount, if any, by which qualified state expenditures in the previous year are less than the MOE requirement.

States may spend their MOE funds in three different funding configurations: commingled with TANF funds; segregated from TANF funds but spent on services that are funded with TANF funds; and through a separate state program. Depending on how the funds are spent, varying federal requirements will apply. These requirements are summarized in Table 14.

(a) Commingled with TANF. State MOE funds may be commingled with TANF revenues. These funds are subject to federal funding restrictions, TANF requirements, and MOE limitations. If the expenditure qualifies as "assistance," all of the "assistance" requirements apply.

(b) Segregated from Federal Funds but Spent in TANF. If a state chooses to segregate its MOE expenditures from federal funds but spend them on services that are also funded with TANF funds, many of the TANF requirements will apply, including the work participation requirements, child support assignment, and reporting. However, time limits and some federal requirements do not apply such as restrictions for minor parents.

(c) Separate State Programs. A state can choose to use a separate state program operated outside of the TANF program. These expenditures

are very flexible and are not subject to the general TANF requirements such as work sanctions, time limits, and child support assignment, even if the expenditures would be normally classified as "assistance." However, they must be consistent with the goals of the TANF statute and other MOE requirements. They are also subject to the 15% administrative cap for MOE and case-record reporting requirements.

DCF reported MOE in the amount of $264.2 million to the federal government for FFY 2017, which was mostly comprised of the following sources: W-2 benefits, educational support services to needy students, low income energy assistance program, kinship care, local W-2 agencies spending, and the SSI caretaker supplement.

Contingency Fund

The federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996 changed public assistance from an entitlement to a capped block grant. A contingency fund was also established to provide additional matching grants to states during times of economic downturns if certain conditions are met.

Eligibility. In order to receive a payment of contingency funds, a state must: (a) be a needy state; and (b) submit a request for contingency funds during an eligible month.

A state is defined as needy in two ways. First, a state is needy if the average rate of total unemployment for the most recent three-month period equals or exceeds 6.5% and this average rate equals or exceeds 110% of the average rate for either of the corresponding three-month periods in the two preceding calendar years. Second, a state is needy if the Secretary of the federal Department of Agriculture has determined that the average number of individuals participating in the FoodShare program has grown at least 10% in the most recent three-month period over the corresponding three-month period in 1994 or 1995 (whichever year had the lower caseload).

If a state is determined needy for a given month, the state is then eligible to receive a provisional payment of contingency funds for two consecutive months.

Payments to States. Payments from the contingency fund are made to states determined to be needy in the order in which the requests for payments are made. The total number of payments made cannot exceed the amount appropriated for this purpose.

The maximum amount of payments in a year is 20% of the state's TANF block grant. A state can only receive a portion of this 20% that corresponds to the number of eligible months for which the state has requested contingency funds. For example, if a state has requested contingency funds for three months of the fiscal year, the maximum the state could receive in contingency funds is 25% (three months is 25% of a year) of the 20% of the state's TANF block grant (or 5% of the TANF block grant).

States must spend contingency funds in the fiscal year in which they are awarded. None of the funds may be transferred to any other block grant. The restrictions and prohibitions regarding TANF funds also apply to contingency funds.

The appropriation for the TANF contingency fund was eliminated under the federal Claims Resettlement Act of 2010. As a result, the state did not apply for TANF contingency funds in FFY 2010. However, the Protect Our Kids Act of 2012, the Consolidated and Further Continuing Appropriations Act of 2015, the Consolidated Appropriations Act of 2016, and a series of continuing resolutions retained the appropriation and continued to provide funding for the contingency fund. Therefore, the state applied for contingency funds, and was determined to be a needy state, in FFY 2009, and FFY 2011 through FFY 2015. The state received $62.9 million in contingency funds in

FFY 2009, $15.7 million in FFY 2011, $27.7 million in FFY 2012, $26.4 million in FFY 2013, $30.0 million in FFY 2014, $35.0 million in FFY 2015, and $30.8 million in FFY 2016. The state did not receive any contingency funding in FFY 2017 or FFY 2018.

Whether TANF contingency funds will continue to be available in future years depends on TANF reauthorization language or language contained in any other continuing resolutions.

Maintenance of Effort and Match Requirements. In order to receive contingency funds, a state must spend an amount of state dollars equal to 100% of historic state expenditures. Adjusted for tribal allocations, 100% of historic state expenditures (MOE for TANF contingency funds) totals $222.6 million for Wisconsin. In addition, a state must provide matching funds at the state's federal medical assistance percentage applicable for the fiscal year in which funds are awarded.

States must complete an annual reconciliation to determine how much, if any, of the contingency funds received in a fiscal year may be retained based on MOE and matching funds expended. If, based on the annual reconciliation, it is determined that the state failed to meet the MOE or matching requirements, then the state must pay back all, or a portion, of the contingency funds. These funds must be paid back within one year after it is determined that the state is no longer a needy state. The one-year period begins after the state fails to meet the definition of "needy" for three consecutive months.

If a state fails to pay back the contingency funds, the state's TANF block grant for the next fiscal year is reduced by the amount of contingency funds that was required to be paid back.

TANF Participation

Attachment 6 shows the change in the number of cases receiving cash benefits from the AFDC and TANF programs from 1985 to 2018. The last month of AFDC was August, 1997. In that month, there were 34,491 families receiving an AFDC benefit, including those cases in which the child receiving AFDC was living with a non-legally responsible relative or was the child of an SSI parent.

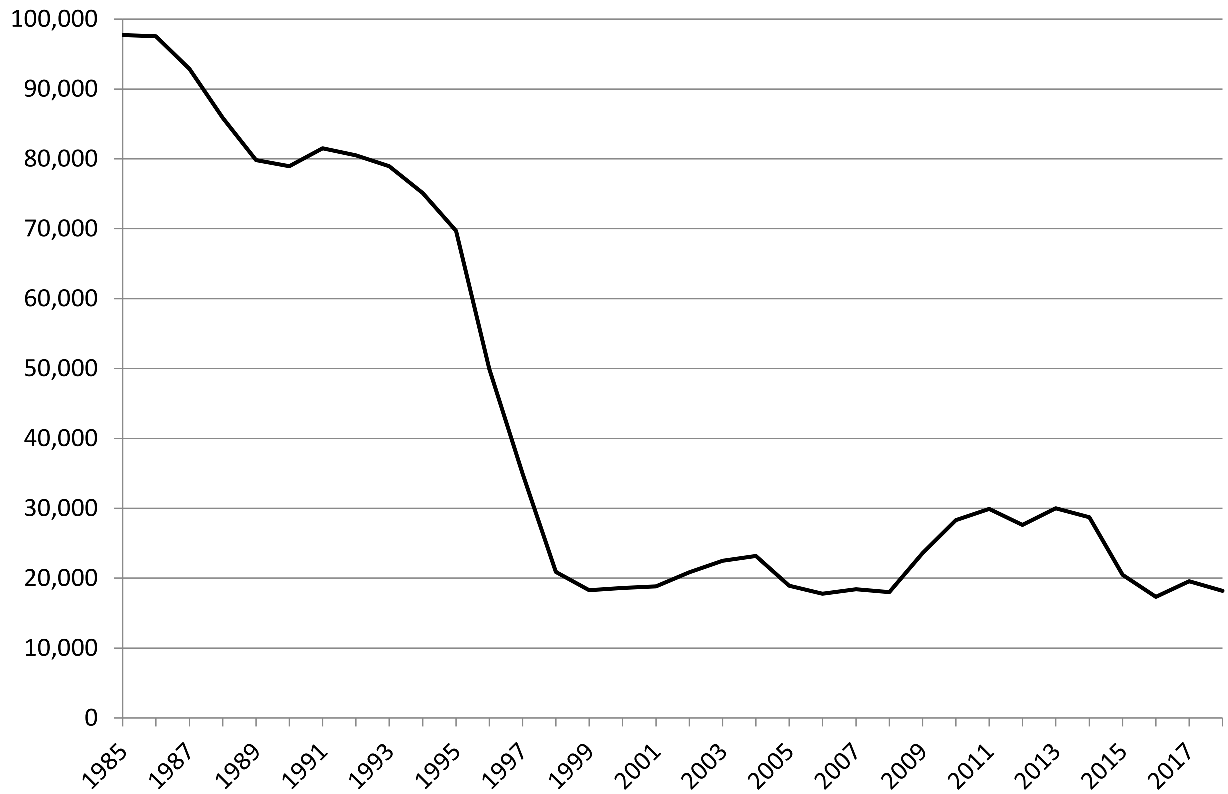
Beginning in September, 1997, W-2 agencies began converting AFDC cases to the W-2 program. Cases converted to the W-2 program could have been placed in a W-2 employment position and received a cash benefit under one of those W-2 employment positions. Alternatively, in some cases the W-2 applicant may have been determined to be eligible for case management services only. During the month of September, 2018, DCF reported 4,925 cases receiving a W-2 cash benefit. Another 2,001 cases were receiving case management services only.

When comparing caseloads for the AFDC program with the W-2 program, it is important to include the kinship care and SSI caretaker supplement cases, as these cases previously received AFDC benefits and are included in the August, 1997, AFDC caseloads.

Counties began transitioning cases from AFDC to kinship care on January 1, 1997. Beginning April 1, 1997, all new cases were assessed for kinship care eligibility. It was estimated that there were 457 caretakers receiving kinship care payments in August, 1997. Counties were required to transfer all eligible cases to kinship care by December 31, 1997. The number of kinship care cases was at a high of 8,655 in September, 2009, and was at 7,361 in September, 2018. The kinship care caseload declined with the effort to have kinship care parents become licensed foster parents beginning during the 2009-11 biennium.

Beginning January 1, 1998, AFDC cases involving dependent children of SSI recipients were converted to the SSI caretaker supplement. The number of families receiving a caretaker

Figure 4: Wisconsin Cases with a Cash Benefit



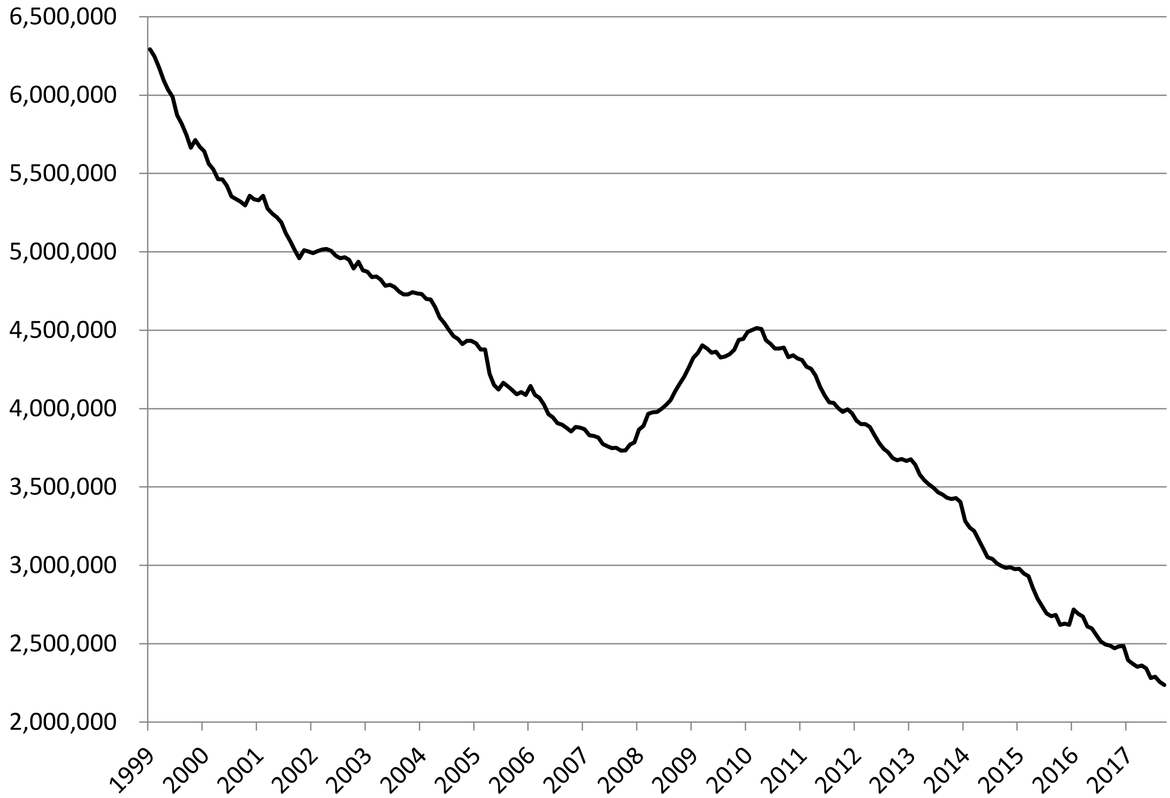
supplement was 5,912 in September, 2018.

Caseload Trend. Historically, Wisconsin's AFDC caseload peaked at over 100,300 in April, 1986. As shown in Figure 4, the caseload afterwards rapidly declined. By 1990, the average monthly number of cases had fallen 19.2% as compared to the average monthly caseload for 1986. From 1991 to 1992 the average monthly number of cases increased slightly before beginning an extended decline. In March 1996, the caseload was 62,900, when the state implemented two significant reforms: the self-sufficiency first and pay-for-performance initiatives. By August, 1997, the caseload had declined 44.4% compared to the March, 1996, caseload, and continued to decline through the end of the decade.

After a period of stable caseloads, in 2008 the caseloads grew to over 30,000 cases in 2013 in response to the recession and partly due to changes in W-2 administration (described below) at private agencies. However, the caseload growth was short lived, and has since reversed after the recession ended. Overall, since the peak Wisconsin caseload in April, 1986, the number of cases receiving cash benefits in Wisconsin has declined by 81.9%.

Nationwide, the number of families receiving cash benefits under the AFDC program increased nearly every year from 1986 to 1994. In August, 1986, there were approximately 12.2 million AFDC recipients, representing 5.1% of the total U.S. population. In 1994, the caseload had increased to 14.2 million recipients representing 5.5% of the total population. After 1994, however, national caseloads declined after the enactment of the federal welfare reform legislation in August, 1996. As shown in Figure 5, nationwide caseloads continued to decline to fewer than 3.8 million recipients in August, 2008. In 2009, caseloads increased in response to the recession up to 4.5 million cases in December, 2010, but gradually declined during the subsequent recovery.

Figure 5: Nationwide Number of TANF Recipients in Each Year



Overall, according to caseload data from the federal Department of Health and Human Services, from August, 1996, to June, 2018, caseloads declined in every state and territory, resulting in a drop in the total number of TANF recipients over that period of 81.7% nationwide.

The average monthly number of TANF recipients nationwide for June, 2018, was 0.97 million families composed of 2.2 million individuals, which represented approximately 0.7% of the population. Approximately 1.77 million of these recipients were children.

It is unclear how many cases nationwide now receive benefits under programs similar to the kinship care program and the caretaker supplement program in Wisconsin. These cases are not all included in national caseload data because they are not all funded with TANF. Therefore, the national decline in caseloads of 81.7% is likely somewhat overstated.

APPENDIX C

Federal Child Care Program and Funding

Child Care Development Fund (CCDF)

The CCDF provides a combination of federal discretionary and entitlement funds for child care services for low-income families and to improve the quality and supply of child care for all families.

The term "CCDF" does not actually appear in the federal statutes, but for historical reasons is derived from regulatory nomenclature to refer to two different funding sources provided to states for child care programs: the Child Care and Development Block Grant (CCDBG) Act and the Social Security Act. Prior to 1996, four separate federal programs, (including the CCDBG) provided low income families with child care. The 1996 federal welfare reform law, P.L. 104-193, reauthorized the CCDBG but repealed the three child care programs associated with AFDC. Instead, mandatory funding for states was provided under the Social Security Act. Federal law required that this mandatory funding had to be administered according to the laws and regulations under the CCDBG.

The purposes of CCDF are to: (a) allow each state maximum flexibility in developing child care programs and policies; (b) promote parental choice to empower working parents to make their own decisions regarding the child care services; (c) encourage states to provide consumer education information to help parents make informed choices about child care services and to promote involvement by parents and family members in the development of their children in child care settings; (d) assist states in delivering high-quality, coordinated early childhood care and education services to maximize parents' options and support parents trying to achieve independence from public assistance; (e) assist states in improving the overall quality of child care services and programs by implementing health, safety, licensing, training, and oversight standards; (f) improve child care and development of participating children; and (g) increase the number and percentage of low-income children in high-quality child care settings.

States must submit three-year plans to DHHS, in conformance with federal requirements, outlining how child care programs will be administered. The plan must establish that the state has conducted a cost estimate or statistically valid and reliable survey of the market rates for child care. States are also required to submit disaggregated data on children and families receiving subsidized child care to DHHS every quarter and aggregate data annually. States must also report error rates and improper payments.

The CCDBG Act of 2014 reauthorized the program through FFY 2020 and provided for several changes in federal policy. Pursuant to the Act, states may request the Secretary of DHHS for relief from any provision of federal law (including a regulation, policy, or procedure) affecting the delivery of child care services with federal funds that conflicts with any CCDBG requirement. The Consolidated Appropriations Act of 2018 increased federal discretionary funding under the CCDBG by 82% beginning in FFY 2018.

CCDF Funding

Wisconsin's CCDF funding for FFY 2017-18 totaled $128,175,800, which included the following allocations: (a) $74.6 million in discretionary funds; (b) $24.5 million in mandatory entitlement funds; and (c) $29.0 million in matching entitlement funds (including re-allotted FFY 2016-17 federal matching funds). Tribes in Wisconsin received $5.0 million for FFY 2018. Each of these components are described below.

Discretionary Funds. States receive CCDBG discretionary funds based on each state's share of children under age five, the state's share of children receiving free or reduced-price lunches, and state per capita income. There is no state matching requirement for discretionary funds. Discretionary funds must be obligated in the year received or in the following year. Unused funds will be reallocated.

Mandatory Funds. Entitlement funds under the Social Security Act are allocated to states in two components. First, each state receives a fixed amount based on funding received under the three child care programs previously authorized under AFDC. These funds are often referred to as "mandatory" funds. States are not required to match mandatory entitlements, which remain available until expended.

Matching Funds. After mandatory entitlements are allocated, any remaining entitlement funds are distributed under the Social Security Act according to each state's share of children under age 13. States must meet maintenance-of-effort and matching requirements for these funds. Specifically, states must spend all of their "mandatory" entitlement funds plus state funds equal to 100% of the amount spent in FFY 1994 or FFY 1995, whichever is higher, under the AFDC-related child care programs.

In addition, states must provide matching funds at the Medicaid matching rate (approximately 59% in Wisconsin). Matching funds must be spent within the year received or obligated in the year received and spent within the next fiscal year. Wisconsin's required MOE in FFY 2018 was $16.5 million.

Eligibility

Under the federal CCDF program, states may provide services to children in families with income equal to or less than 85% of the state median income for a family of the same size. Family assets may not exceed $1 million.

According to the U.S. Census Bureau American Community Survey, the estimated median income for a Wisconsin family of four in 2017 is $96,972 (85% of which is equal to $82,426). As noted, Wisconsin limits initial eligibility for the W-2 child care program to families with income of no more than 185% of the federal poverty level ($46,435 for a family of four in 2018), who remain eligible until income exceeds 200% of poverty ($50,200 for a family of four in 2018).

The children must be less than 13 years old and living with parents who are working or enrolled in school or training, or be in the need of protective services. Federal regulations also allow, at the state's option, children over the age of 12 and under 19 to be eligible if the child is physically or mentally incapable of caring for himself or herself.

The CCDBG Act of 2014 established a 12-month eligibility redetermination period for CCDF families regardless of temporary changes in participation in work, training, or education activities and changes in income (so long as income does not exceed the federal threshold amount of 85% of state median income). Thus, the eligibility requirements under the CCDF program are generally considered to be met for a period of 12 months. States have the option to terminate assistance prior to eligibility redetermination if a parent loses employment, but must continue assistance for at least three months to allow for job search.

Furthermore, the CCDBG Act of 2014 requires states to implement a graduated phase out of assistance for participating families whose income has increased above the state eligibility limit at re-determination but not by enough to exceed the federal eligibility threshold. Wisconsin meets the phase-out requirement by using a financial eligibility exit threshold of 200% (compared to an initial threshold of 185%) which begins to reduce subsidies by increasing copays by $1 for each additional $3 earned by participants.

Federal CCDBG funds do not guarantee child care to an eligible family. However, single parents with children under the age of six who cannot find child care may not be penalized for failure to engage in work activities.

Federal Requirements on Use of Funds

States receiving CCDF funding must: (a) support child care workforce training and professional development; (b) develop and use early learning and developmental guidelines; (c) develop or enhance a tiered quality rating system for child care providers and services; and (d) improve the supply and quality of child care programs and services for infants and toddlers.

Furthermore, there are a number of federal provisions related to the states' use of CCDBG funds. These requirements include the following.

Supporting Work Activities. Federal law requires states to use at least 70% of their total entitlement funds for child care services for families that are trying to become independent of TANF through work activities and families at risk of becoming dependent on TANF. States must ensure that a substantial portion of remaining funds is used to provide assistance to other low-income working families.

Child Care Vouchers. Parents must be given an option to enroll their children with a provider under contract with the state or be given a certificate or voucher to receive services from an eligible provider of the parent's choice. Eligible providers may also include individuals age 18 and older who provide child care for their grandchildren, great grandchildren, nieces or nephews, or siblings if the provider lives in a separate residence.

Sliding Scale Fees. CCDBG funds may be used for child care services provided on a sliding fee scale. Federal regulations specify that fees be based on family size and income. States are also allowed to waive child care fees for families with incomes at or below the poverty level. Payment rates must ensure equal access for eligible children as compared to services provided to children whose parents are not eligible for child care subsidies.

Local Resource and Referral. CCDBG funds may be used to establish or support a system of local or regional child care resource and referral organizations.

Child Care Quality Improvement. States are required to spend the following percentages of their child care allotments (discretionary and entitlements) to improve the quality of child care: (1) no less than 7% in FFY 2016 and 2017; (2) no less than 8% in FFY 2018 and 2019; and (3) no less than 9% in each fiscal year after FFY 2019. In addition, by FFY 2017 at least 3% of such funds must be spent to improve the quality of care for infants and toddlers each year.

Licensing and Health and Safety Requirements. Child care providers must meet all state and local registration, licensing, and regulatory requirements in order to receive federal funds. States are also required to have licensing requirements in effect. States must establish minimum health and safety standards covering building and physical premises safety and health and safety training. Further, states must establish health and safety requirements in ten specific topic areas, such as first-aid and prevention and control of infectious disease, and the prevention of sudden infant death syndrome. Child care providers which receive CCDF funding are required to receive both preservice and ongoing training on these topics.

Inspections. States must monitor license-exempt programs that receive CCDF funding for compliance with licensing rules, including health and safety standards. License-exempt child care providers must be inspected annually and licensed child care subsidy providers are subject to annual unannounced inspections.

Consumer and Provider Information. States must make provider information regarding monitoring and inspection reports (such as deaths, serious injuries, and substantiated child abuse) publically available electronically.

Sectarian Providers. Funds received via direct grants or government contracts may not be used for any sectarian purpose or activity, including religious worship, and instruction. However, this restriction does not apply to sectarian providers receiving a child care certificate or voucher from a parent.

Administrative Expenses. No more than 5% of a state's federal child care allotment may be used for administrative costs.

Background Checks. The CCDBG Act requires states to conduct extensive criminal background checks every five years on all child care staff members having unsupervised access to children, including a search of state and national registries (including each state resided in within the last five years) in five specific areas: state criminal and sex offender registries, state child abuse and neglect registries, the National Crime Information Center, Federal Bureau of Investigation fingerprint checks, and the National Sex Offender Registry. The CCDBG Act specifies certain disqualifying crimes that make a staff member ineligible for child care employment. The CCDBG Act also requires states to protect the privacy of background check information and to provide an appeals process for child care providers, staff members, and adult residents.